

# Marc Dellaert

## *Managing Director and Global Head of Financial Services*



Marc Dellaert leads CCL's global vertical for financial services and is Managing Director for Russia, Eastern Europe, Turkey and Central Asia at the Centre for Creative Leadership (CCL) in Moscow since 2014. In his role, Marc heads CCL's Leadership Individual, Team and Organizational Development operations in the region. As a strategic client partner he supervises organizational leadership and consulting projects for large regional and international clients. He advises Management Boards on innovation and cultural transformation, and provides coaching and counselling to executives.

Marc has worked all over Europe, the Russian Federation, Central Asia, Turkey and the Middle East. He has developed expertise in individual and organizational leadership development, strategy design and implementation, mergers and acquisitions, and innovation and change management, with a particular focus on the challenges in emerging markets. He is an expert in agile and innovation management systems.

Before joining CCL Marc served at the American Management Association as Managing Director. As a senior leader at KBC Group he was responsible for post-acquisition integration of retail & corporate banking in Russia and Bulgaria and led major distribution excellence and transformation projects in Belgium, Eastern Europe and Russia. He served as Marketing Director with Absolut Bank in Russia, turning retail and SME banking from a product focused into a customer-focused organization. Marc started his career at Artal (food industry) and Ericsson Mobile Communication and was a founding partner of Pegasus Consulting.

Marc is an alumnus of Vrije Universiteit Brussel (Master in Law & Economics) and Vlerick Management School (MBA). He also holds a bachelor's degree in Philosophy from the University of Antwerp. Marc is Belgian. He is passionate about the sustainable development of societies through education, innovation and healthcare. He is certified in CCL assessments, Hogan and Inno360.