



SAINTY HIRD
& PARTNERS



KRISTINE DUYCK

LEADERSHIP COACH



Kristine is an executive coach and senior HR leader who partners with C suite and senior executives as they navigate complexity, transformation and high-pressure environments, bringing clarity and humanity to their most material people and business decisions. She brings over 20 years of executive-level exposure in HR and large-scale transformation across technology, biotech, financial services, FMCG and tourism, combined with a long-standing coaching practice.

She works with senior leaders on stepping into C-suite roles, building strategic presence, leading through transformation, managing complex stakeholders and boards, and developing accountable teams.

Before executive coaching, Kristine held senior HR roles covering global people strategy, talent, succession and organisational design. At LzLabs she built a global HR function and created succession and culture change frameworks. As HR Lead for Lotus Bakeries' DACH region, she advised on talent, employee relations and legal matters.

Her career began at Accenture in management consulting and IT programme management, delivering international transformation programmes and leading agile, multi-site teams, giving her first-hand understanding of leading under pressure and building high-performing operating models.

As an executive coach, she blends systemic thinking and positive psychology to help clients deepen self-awareness, reconnect with their authenticity and act with confidence. Clients describe her as calm, warm and incisive, analytically rigorous yet emotionally sensitive, willing to challenge while remaining firmly in their corner.

Feedback on Kristine's coaching:

- "Kristine guided me through a pivotal career transition during a period of profound organizational change. Her steady counsel was instrumental to my success." *VP Destinations, International Travel Service Provider*
- "Kristine provided critical strategic guidance during a major business initiative. She refined my objectives, structured complex plans, and delivered actionable insights that accelerated our delivery." *Sustainability Executive & Software Founder*
- "Kristine transformed stress management into strategic self-awareness. Her perceptive listening, precise tools, and probing questions position her as an outstanding executive advisor." *VP Legal in Pharmaceuticals*

Kristine holds an MBA in General Management, a Master's in Communication and a BSc in Psychology, complemented by postgraduate studies in applied economics. She is a CTI-trained Co-Active Coach and an ICF Associate Certified Coach (ACC), and has completed further training in positive neuroplasticity, sociocracy and leadership (at Henley Business School). A Swiss and Belgian national based in Zurich, she coaches in Dutch, English, German and French, working with executives and senior leaders across Europe and beyond.

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