



## CARMEN ROTILIO

**Executive Coach – Leadership Development Expert –  
Culture & Performance Strategist**

---



### PROFESSIONAL PROFILE

Carmen Rotilio works at the intersection of leadership, culture and performance – where business strategy meets human reality.

Based in Dubai and working globally, she advises multinational organisations facing one of the defining challenges of our time: how to remain competitive, resilient and innovative while building cultures where people want to stay, grow and contribute at their best.

With nearly 20 years of corporate management experience across four continents, Carmen brings rare credibility at the crossroads of business, people and organisational complexity. Since 2006, she has supported more than 5,000 managers and executives worldwide in strengthening leadership effectiveness, decision-making, and sustainable performance.

Her work goes beyond skills.

She helps leaders operate with clarity, courage and humanity in environments defined by volatility, pressure and permanent change.

---

### WHAT SHE IS KNOWN FOR

Carmen is recognised for her ability to operate simultaneously at three interconnected levels:

#### **Individual Leadership**

Developing executive self-awareness, emotional intelligence, strategic judgement and leadership presence under pressure.

---

[www.leaveyourmark.biz](http://www.leaveyourmark.biz)

R.C. Consultancy FZ LLC owns the exploitation rights of the "Leave Your Mark" trademark.

License n. 4568/2014 - Registered Office: Creative Tower – Fujairah UAE

Headquarters: Office 104 - 105, Level 1, Emaar Square - Building 4 Sheikh Mohammed bin Rashid Blvd - Downtown Dubai – Dubai, UAE - P.O. BOX 391186 [info.rcconsultancy@gmail.com](mailto:info.rcconsultancy@gmail.com)



LEAVE YOUR MARK  
Coaching & Consulting for impacting people

### **Team & Culture**

Transforming how leadership teams collaborate, resolve conflict, align around purpose and mobilise their people.

### **Organisational Performance**

Aligning leadership behaviours, systems and culture so strategy turns into results – not resistance.

Her work is particularly valued in complex, industrial and technology-driven organisations where performance, safety, engagement and change must coexist.

---

## **SIGNATURE VALUE**

Clients choose Carmen for a combination that is rare in the market:

### **Corporate credibility**

Former multinational manager with deep understanding of operational, political and human realities inside organisations.

### **Strategic leadership expertise**

Ability to work with executive teams on alignment, decision-making and cultural transformation.

### **Human-centred performance**

High standards of results without sacrificing trust, dignity or psychological safety.

### **Cross-cultural mastery**

Extensive experience across Europe, the Middle East, Africa, Asia and the Americas.

### **Custom-built journeys**

No off-the-shelf programs – every intervention is designed around the client's strategy, culture and leadership challenges.

Clients consistently describe Carmen as both **demanding and deeply supportive** – able to challenge leaders while creating the safety required for real transformation.

---

[www.leaveyourmark.biz](http://www.leaveyourmark.biz)

R.C. Consultancy FZ LLC owns the exploitation rights of the "Leave Your Mark" trademark.

License n. 4568/2014 - Registered Office: Creative Tower – Fujairah UAE

Headquarters: Office 104 - 105, Level 1, Emaar Square - Building 4 Sheikh Mohammed bin Rashid Blvd - Downtown Dubai – Dubai, UAE - P.O. BOX 391186 [info.rcconsultancy@gmail.com](mailto:info.rcconsultancy@gmail.com)



LEAVE YOUR MARK  
Coaching & Consulting for impacting people

## SELECTED CLIENT PORTFOLIO

### Energy & Industry

TotalEnergies, EDF Group, Equans, Eutelsat Broadband, EPTA, Paredes Orapi

### Automotive & Manufacturing

Michelin Group, Euromaster, Hutchinson, Burgess Norton, Tigar Tyres

### Technology & Services

Sky TV, EcoVadis,

### Pharmaceutical & Real Estate

Dompé Pharmaceutical, Malakoff Humanis, Global Plan Real Estate

### Professional Networks

TEDx Torino, BNI

---

## REPRESENTATIVE AREAS OF WORK

### Leadership in High-Stakes Environments

Executive coaching, decision-making and leadership alignment during mergers, restructuring, strategic pivots and organisational crises.

### Performance & Culture Transformation

From compliance-driven cultures to engagement-driven, accountable, high-performance organisations.

### Strategic Communication & Influence

Leadership communication, conflict, negotiation, executive presence and influence across cultures and power structures.

### Team & Board Effectiveness

Trust, accountability, strategic clarity and collective leadership for executive teams and boards.

### Organisational Development

Large-scale leadership journeys, blended learning architectures, global leadership programs and executive off-sites.

---

[www.leaveyourmark.biz](http://www.leaveyourmark.biz)

R.C. Consultancy FZ LLC owns the exploitation rights of the "Leave Your Mark" trademark.

License n. 4568/2014 - Registered Office: Creative Tower – Fujairah UAE

Headquarters: Office 104 - 105, Level 1, Emaar Square - Building 4 Sheikh Mohammed bin Rashid Blvd - Downtown Dubai – Dubai, UAE - P.O. BOX 391186 [info.rcconsultancy@gmail.com](mailto:info.rcconsultancy@gmail.com)



LEAVE YOUR MARK  
Coaching & Consulting for impacting people

## EDUCATION & CERTIFICATIONS

Bachelor's Degree in Sociology – Carlo Bo University, Urbino  
Professional Coaching Certification – Ekis Master in Coaching  
NLP® Trainer – Society of NLP (Dr. Richard Bandler)  
MBTI® Step I Certified  
Hypnosis Practitioner – Society of NLP

---

## CONTACT

### Leave Your Mark

A leadership development brand of R.C. Consultancy FZ LLC  
Dubai – UAE

[www.leaveyourmark.biz](http://www.leaveyourmark.biz)

Working internationally, in person and online  
Languages: Italian, English, French

[info@leaveyourmark.biz](mailto:info@leaveyourmark.biz)

[carmen.rotilio@leaveyourmark.biz](mailto:carmen.rotilio@leaveyourmark.biz)

Ph. UAE [+971 56 760 3634](tel:+971567603634)

Ph. IT [+39 329 219 0068](tel:+393292190068)

---

[www.leaveyourmark.biz](http://www.leaveyourmark.biz)

R.C. Consultancy FZ LLC owns the exploitation rights of the "Leave Your Mark" trademark.

License n. 4568/2014 - Registered Office: Creative Tower – Fujairah UAE

Headquarters: Office 104 - 105, Level 1, Emaar Square - Building 4 Sheikh Mohammed bin Rashid Blvd - Downtown  
Dubai – Dubai, UAE - P.O. BOX 391186 [info.rcconsultancy@gmail.com](mailto:info.rcconsultancy@gmail.com)