



NADIA BENEDETTI

Organisational Transformation & Change Leadership

Organisational Coach · Strategic Facilitator · Executive Advisor

Personal details

Date of birth: 6 April 1974

Italian and French nationality

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Languages

Italian: native

French: bilingual

English: fluent

LinkedIn

<https://www.linkedin.com/in/nadiabenedetti>

After studying Communication in Italy under Umberto Eco, I moved to France to build an international career in publishing and the educational sector (Hachette, LEGO Education). Over nearly twenty years in management roles, I led multicultural, cross-functional and distributed teams, in contexts marked by complexity and continuous change.

That experience taught me to connect strategic vision with day-to-day reality and surfaced one consistent insight: what blocks a transformation is rarely the strategy or the method alone. The decisive variable is the organisation's capacity to read its own complexity differently and to imagine new ways of acting.

Over time I developed a transformation approach I named **Playnbe** in 2018. It brings together three levers: advanced strategic facilitation, systemic organisational coaching, training in applied creativity and managerial innovation.

In practice, I help leaders and their teams **reveal** the dynamics holding the organisation back, **explore** options that standard responses no longer reach, and **activate** change through shared decisions and sustainable ways of working. The goal isn't only to resolve the situation in front of us, it's to strengthen the organisation's capacity to renew itself when the context shifts again.

I work with corporates, public institutions and consulting firms across France and Europe, in sectors including automotive, pharmaceuticals, banking and insurance, energy, luxury and the public sector, alongside an international network of coaches and facilitators.

Principal achievements as an independent practitioner – 2018-2026

Organisational transformation & change leadership

Design and delivery of participative programmes combining strategic facilitation, team coaching and training: Crea Conférence; Evidentia; Pays d'Ancenis; Ruthmann; Inoveoz-Univ. France Travail.

Strategic alignment, stakeholder engagement and complex decision-making

Strategic workshops and co-designed inclusive decision processes (vision alignment, strategy building, future scenarios): Novartis; Leo Pharma; Zegna Group; HSBC; SNCF Réseau; Cité des Sciences et de l'Industrie; Université Paris Descartes; Be Next; Synergie Cofpart; CREA Conference and others.

Complex problem-solving and participative innovation

Workshops and innovation journeys (Creative Problem Solving, Design Thinking, Polarity Thinking): Michelin Italiana; Ruthmann; Gilead; GOOGLE Dev Festival; RCS Global; Cofidis; Leo Pharma; Université Paris Descartes; Inovéoz-Univ. France Travail; Invitalia; Mairie du Mans; Milano Digital Week; Albini & Pitigliani; IAF France and others.

Training of managers and internal facilitators

"Foundations of managerial innovation" - Codir and Area Managers: Stroili Oro; Mairie de Lille (partnership with Motivalance); ; Inovéoz-Univ. France Travail.

"Fostering creativity and innovation in teams" (in-person and online): Univ. France Travail; CNAM; CAF; Mairie de Cergy-Pontoise; Lamborghini.

"Leading your team remotely" (in-person and online, learning communities): Inovéoz-Région Hauts-de-France; Inovéoz-Région Bretagne; Inovéoz-Métropole de Lille; Inovéoz-Univ. France Travail.

Bespoke training (emotional intelligence, cognitive neuroscience and change management): Groupe Klépierre; Quadient; Crea Conference.

Large-group facilitation

Collective intelligence events and community-building journeys: MAKER FAIR (150 people); Commune de Saint-Quentin (130 people); Association AIRParis (70 people); Communauté de Communes de Sèvres & Loire (40 people).

Corporate experience

2014 – 2018: Southern Europe Export Director: LEGO EDUCATION, The LEGO® Group.

2006 – 2014: International Area Manager, Export Division: Groupe Lagardère, Groupe Hachette.

2002 – 2005: Marketing & Communications Manager: Européenne des Spectacles.

Skills & expertise

Organisational Coach — systemic support for transformation: governance and operating-model design, leadership–team alignment, change leadership in dynamic contexts, co-development, team and executive coaching.

Strategic Facilitation — design and delivery of collective-intelligence workshops and sprints: vision and strategy setting, future scenarios, co-design and stakeholder engagement, complex decision-making, breakthrough problem-solving (Creative Problem Solving), polarity and tension management (Polarity Thinking), participative innovation (Design Thinking). In-person, online and hybrid.

Training — learning design and delivery of experiential programmes: Assertive Communication, Creative Problem Solving, Design Thinking, Manager-as-Facilitator pathway, Creative Leadership, Creative Mindset and continuous innovation.

Publications

Co-author of the first French-language book on the LEGO® SERIOUS PLAY® method. Dunod, 2023.

Interview *Les Echos*: collaborative methods, January 14th 2020.

Interview *Le Monde*: the paths of creative intelligence, April 14th 2016.

Training & certifications

Facilitation & training

- Certified Professional Facilitator in Collaborative Innovation for organisations and institutions, CNAM, Crea Université, Paris.
- FFP Certified Professional Trainer, Cegos, Paris.
- Experienced Facilitator in the LEGO® SERIOUS PLAY® Method, Centrale Supélec, Paris.
- Master Facilitator in Interactive Group Strategies, Thiagi® Group, Paris.
- Collective Intelligence Facilitator, Robert Dilts, Paris.
- Art of Hosting – Art of Participatory Leadership, Lausanne.
- Polarity Thinking, Liz Monroe Cook, Paris.
- Creative Leadership, Gerard Puccio, Crea Conference, Sestri (Italy).

Service & organisation design

- Certified Facilitator Human-Centred Design Thinking, IdeoU.
- Game Thinking Coach, Amy Jo Kim.
- Agile HR — Agile School, Milan.

Coaching

- Neuro-Cognitive Approach Practitioner (ANC), INC, Paris.
- NLP Practitioner (Neuro-Linguistic Programming), Institut Repère, Paris.
- Co-development Facilitator, Ifop, Paris.
- Business & Team coaching, International Mozaik, Paris.

Degrees

2026 – Certificate in Organisational Coaching, Univ. Paris Dauphine.

2006 – Master in Management of Cultural Organisations, Univ. Paris Dauphine.

2000 – Degree in Communication Sciences, Univ. Alma Mater Studiorum, Bologna.

Networks & associations

CECORP, European Circle of Organisational Coaches.

International Association of Facilitators: IAF Italia; IAF France.

Master Trainer Association, LEGO® SERIOUS PLAY® method.