

Tristan J. Meisch

Senior Executive Coach

Practical, Creative, Empowering

Loves hiking, expeditions & people.



In a nutshell

Tristan has over two decades of experience leading large-scale organizational transformations, restructuring initiatives, and process optimizations in international organizations. As a highly experienced coach, he leverages his extensive business expertise to help senior leaders and their teams uncover root challenges, inspire fresh thinking, and drive bold action. Tristan is particularly skilled in fostering empowerment and collaboration across teams to create sustainable impact.

How Tristan makes a difference

Whether coaching senior leaders one-on-one, facilitating leadership team workshops, or leading large-scale interventions, Tristan combines deep business transformation experience with exceptional coaching skills. He excels at helping leaders and teams achieve sustainable business success in ways that align with their values and purpose. His expertise also extends to diagnosing and addressing structural and cultural patterns that hinder organizational performance.

Known for his direct yet deeply empathetic approach, Tristan cuts through 'business theatre' to address the real challenges and aspirations of his clients.

Passionate about

As part of his pro bono work as a volunteer probation officer for young offenders reintegrating after incarceration, Tristan is committed to helping young people discover their potential and develop their talents in meaningful and constructive ways.

Areas of expertise

- Executive coaching and leadership development
- Strategic transformation and change leadership
- High-performance team dynamics
- Cross-cultural collaboration and leadership
- Values-driven leadership and purpose-led decision-making
- Large-scale facilitation (onsite, hybrid, online, and outdoor)
- Working in nature with leaders
- Organizational Development & working with cultural patterns

Some companies he has worked with

Siemens, Euronext, PSI SE, Kering, ODDO BHF, Mars Royal Canin, YSL, Saint Gobain, REWE, VMT GmbH, L'Oréal, Fresenius Kabi

Qualifications / certifications

- Systemic Coaching
- ICF PCC (Professional Certified Coach)
- Organizational Design
- Certified OKR Master
- University of Mannheim, Diplom-Kaufmann (M.Sc.)

“Tristan helped us to approach a complex, emotional topic in a structured, reflective and collaborative way, with a clear vision and roadmap to achieve our goals.”

Marina Preusentanz

Global People Programs Manager, Mars