



It's hard to survive in the jungle if you were trained in a zoo.  
Sonja Blignaut

## DOUG MAARSCHALK

### KNOWLEDGE

Masters in Leadership and Management candidate – National Institute of Organizational Dynamics Australia (NIODA)

BCom Management & Marketing, University of Otago

Certified Organizational Coach – Institute of Executive Coaching and Leadership (IECL)

ICAgile Certified Professional in Agile Team Facilitation (ICP-ATF)

Cynefin Foundations

### EXPERIENCE

My background is in financial services, leading operations and business development functions across high-trust, high-transaction environments. This built a foundation in execution, stakeholder engagement, and commercial discipline.

In 2015, I founded my own consultancy focused on improving team effectiveness and leadership capability in complex, fast-changing settings.

For the past five years, I've been a Director at AGLX Asia Pacific, where I help leadership teams minimise friction and maximise responsiveness as they develop and deliver strategy together.

### MISSION OBJECTIVE

Helping teams make hard decisions and work together effectively.