



M A R I O N L I N T N E R

Systemic Coach & Consultant | Conflict & Team Development

My passion for the hospitality industry is rooted in the belief that sustainable excellence is created through strong leadership, healthy team dynamics and a culture people want to be part of.

With an international background in luxury hospitality and experience across Sales, Marketing and stakeholder environments, I understand both the commercial and the human side of the industry. My career has taken me to international hospitality destinations including Munich, London, Berlin, Chicago, New York and Vienna, giving me insight into different cultures, leadership styles and operational realities.

Today, I combine this hospitality experience with my work as a systemic coach and consultant in organisational development to support hotels in creating stronger leadership structures, healthier team dynamics and more stable employee environments.

My work focuses particularly on reducing unnecessary turnover, strengthening collaboration between departments and identifying underlying patterns before they become visible as conflict, disengagement or operational instability.

In many organisations, employee turnover is viewed primarily as an HR topic. In reality, it is often influenced by leadership pressure, communication challenges, unresolved tensions, unclear responsibilities and the way people work together within a system.

Alongside my hospitality background, I completed several systemic coaching and consulting educations with a focus on personal development, organisational dynamics, communication and human behaviour. This combination allows me to work not only with structures and processes, but also with the dynamics that influence leadership, collaboration and employee experience.

I work with leadership teams, HR departments and employees to create clarity, strengthen cooperation and develop environments where people feel supported, motivated and connected to the organisation they are part of. I am particularly interested in supporting hospitality organizations during periods of change, rapid growth, high turnover or instability.

With an international background in hospitality leadership, systemic coaching and development, I support clients with:

- Strengthening leadership structures and role clarity
- Developing healthier team dynamics and cross-department collaboration
- Identifying underlying patterns before they surface as conflict or disengagement
- Conflict clarification and sustainable resolution within teams
- Reducing unnecessary turnover by addressing root causes within the system
- Supporting organizations through change, growth and operational instability

In summary, my goal is not only to solve challenges. It is to help hospitality organizations create environments where leadership becomes easier, teams work together more effectively and people choose to stay, contribute and grow.

“People stay because of leadership, culture, and the experience they have within a team.”