

Marcelino Marise Solutions

**We resolve your unseen problems to create
unstoppable success!**



Gap Analysis and Policy Development

Crisis management shouldn't drive organizational policy. We will proactively help you to identify and close key gaps in corporate procedures; increase clarity of job descriptions; and bring consistency to decision-making processes.



Strategic Execution of Organizational Priorities

Building plans to assess risks, threats to business continuity, or manage leadership succession is just the first step. We will support you to achieve strategic execution of your plans. This helps to build a culture of accountability - and results!



Staff and Stakeholder Engagement

What are your leaders doing to build predictable and authentic communication? In a world where labour transiency is the new normal, we will design engagement strategies that work!

About Our Founder

Anoushka Fernandes has over 25 years' of experience in the public, private, and non-profit sectors. Throughout her career, she has been recognized for her ability to transform teams from good to great; and to provide calm leadership in the face of chaotic situations. She has supported teams to successfully navigate external threats, achieve strategic goals, and resolve organizational conflict.

Connect with Anoushka on [LinkedIn](#).



Visit us online: marcelinomarisesolutions.com

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Thank you for attending the October 29 Lunch and Learn session presented by the Alternative Dispute Resolution Institute of Alberta (ADRIA).

For further reading, please see the following resources:

1. [Global Workforce Change by Generation](#) (Economics Insider, 2025)
2. [How the first global generation is redefining adulthood](#) (EY, 2025)
3. [Why Half of Your Team Hates Team Building Activities](#) (Forbes, 2025)
4. [Global Gen Z and Millennial Survey](#) (Deloitte, 2025)
5. [7/10 Canadian workers want to quit their job this year](#) (HR Reporter, 2025)
6. [This Fixable Problem Costs US Businesses \\$1 Trillion](#) (Gallup, 2019)
7. [Millennials: The Job-Hopping Generation](#) (Gallup, 2016)

To book a consultation meeting with Anoushka, please email:

marcelinomarisesolutions@gmail.com