

Curriculum Vitae

Personal information

Dr. Gyöngyi Kállai, PhD

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Nationality: Hungarian



Education and training

2017. Eötvös Loránd University, Faculty of Social Sciences, Budapest

Interdisciplinary Social Research Doctoral (PhD) Program

PhD Degree (awarded "Summa Cum Laude")

2009 – 2013. Eötvös Loránd University, Faculty of Social Sciences, Budapest

Institute of Sociology, Interdisciplinary Social Research Doctoral (PhD) Programme

PhD studies

2007-09. HEC, Executive Education, Paris - Oxford University, Said Business School, Oxford

Consulting and Coaching for Change

Master of Sciences (MSc) degree with Distinction

1999. University of Michigan, Ann Arbor, U.S.A.

HR Executive Programme, Global Consulting Alliance, HR Learning Partnership

Post-graduate executive education programme

1993. Rutgers University, New Brunswick, N.J. U.S.A.

Innovation Management

Post Graduate Internship Programme

1990-92. University of Economics, Budapest, Hungary

Innovation Management, Economics and Business Administration

BA+2 years Degree with Distinction

1991. Prince of Wales Trust Project North East, U.K.

George Soros Scholarship

Post-Graduate Internship Programme

1984-87. College for Foreign Trade, Budapest, Hungary

Economics and Business Administration

BA degree (First)

Teaching experience

2018-date

Eötvös Loránd University, Faculty of Education and Psychology
Department of Organizational and Environmental Psychology
Organizational Psychology, Positive Psychology, Flow, Leadership
Senior Lecturer, Course Leader
BA and MA level

2010 -2017

Milton Friedman (past: King Sigismund) University, Hungary

Honorary Associate Professor
Organizational Behaviour and Intercultural Communication
Course Leader
BA and MA level

2005-2006

Corvinus School of Management, International MBA Programme

Lecturer (Associate/Fellow faculty member)
Leadership, Organization Design & Development and HRM

2003-05

Executive Education Centre, Unilever ("Four Acres", London, U.K.)

Lead of Faculty, Program Designer and Lecturer of "HR Academy" Programme
Leadership, Organization Design & Development and HRM

Work experience

2005 – date, Trendset Consulting Ltd.,

Founder, Managing Director, Organization Consultant, Executive Coach
Organizational- & Change Consulting, Leadership Development, Executive Coaching, Strategic HR Management, Talent Development

Sectors: Financial, Pharma, Healthcare, Education, Consumer Goods, Flour-Milling, Professional Services, Media- and Entertainment, Manufacturing, Logistics, Engineering, Digitization, Computing

Main clients: Novartis Global, Johnson & Johnson Global, Unilever Global, Sara Lee International, ITD Hungary, Sony Europe, Rittal Hungary, Mercer International, The Conference Board Europe, Lanxess Corporation, TMF Group, Liberty Global International, GoodMills, AVERS FIBER, Formatex, Merck Group International, Vincotech (a company of Mitsubishi Electric), Computax, Hilti
Affiliate / Associate Consultant for Oliver Wyman Group, Mercer Executive Learning Center U.S and U.K., Swan Consulting U.K., Limitless Leadership Intl.

Pro-bono/Non-profit work: consultant and mentor for National Talent Programme of Hungary (Nemzeti Tehetség Program), B.J. Hospital Szekszárd, Family- and Child Protection Services Szekszárd and Veszprém, Hungary.

2004-05: Unilever Bestfoods Europe, Paris and London

Vice President HR for ULBF Europe and Head of HR Academy, Unilever Executive Education

2003-04: Unilever BF France, Paris

Board Member of Unilever BF France, Director of HR Unilever BF France

1997-2003: Unilever Hungary-Croatia-Slovenia Country Cluster

Board Member of Unilever Hungary-Croatia-Slovenia, Director of HR

1994-97: Unilever Central- and Eastern European Business Group

Central- and Eastern European Regional Head of Talent Development and Learning
(1995: Rotterdam, 1996-97: London)

1993-94. Unilever Hungary

Head of Recruitment & Selection, Talent Management and Learning

1992-93: International Management Centre, Small Business Consulting Group

Business Consultant, Cross Sector

1991: Livewire U.K. and Hungary

Setting up the Foundation and fund-raising

Consultant, Innovation Management and Business Consulting, Cross Sector

1987-1990: Schlumberger

Business Development Manager, South American Markets

Business Development Manager

Language Skills:

Mother tongue: Hungarian

Foreign Language 1.

Foreign Language 2.

Foreign Language 3.

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
English (State Exam)	Proficient User	Proficient User	Proficient User	Proficient User
French	Advanced User	Advanced User	Independent User	Intermediate User
Spanish (State Exam)	Proficient User	Proficient User	Proficient User	Proficient User

Additional information

Further qualifications, certifications and licences:

Qualified Autogenic Training Educator/Trainer (Association For Relaxation and Symboltherapy, Hungary)

Certified user of a range of psychometric tests and assessment tools, such as:

Motives, Values Preferences Inventory (Hogan Assessments, APS,U.K)

Personality Inventory (Hogan Assessments, APS.,U.K)

Development Survey (Hogan Assessments, APS.,U.K.)

FEBI;Focus Energy Balance Indicator (Dr.G.Whitelaw, M.Kiefaber)

Conflict Dynamics Profile (CDP);

Trained to use:

MBTI Step I. and Step II.

TMA Worldprism Profiler (Culture Profiler);

HHG (Head, Heart and Guts) Leadership Inventory;

Thomas Kilmann Conflict Mode Instrument;

Strengthfinder Instrument (Gallup Institute, M.Buckingham, D.O.Clifton);

Schwartz Value Inventory (SH Schwartz);

Temperament & Character Inventory (C.R.Cloninger)

Associations/Memberships:

- Hungarian Association for Relaxation and Symboltherapy
- Hungarian Association for Behavioural, Cognitive and Schema Therapies (HABCT)
- Member of the Hungarian Sociological Association
- Member of the Hungarian Organisation Development Association
- HEC Alumni membership
- Oxford Alumni membership
- Unilever Alumni Network Member
- Graduate Associate, Global Consulting Alliance, HR Learning Partnership, Ann Arbor, Michigan
- Member of Mentor Network of "Genius" National Talent Programme of Hungary

References:

Regarding academic references pls. contact:

-Dr. István Síklaki, Professor-, Researcher and Lecturer in Social Psychology, ELTE Faculty of Social Sciences, and BCE Budapest

-Sue Dopson PhD, Director of Research Degrees & Professor of Organizational Behaviour (Oxford University, Said Business School, Oxford)

-Marc Thompson, Fellow in Strategy & Organization, Said Business School and Academic Tutor and Fellow, Green Templeton College, Oxford University

-Denis Bourgeois PhD, Emeritus Professor, HEC Executive Development, HEC Paris

Regarding professional references pls. contact:

-Fergus Balfour, CEO, Classic Fine Foods, Singapore (before: COO, Food Solutions Business, Asia, Unilever)

-Dr. Stephen Rhinesmith PhD, Mercer Leadership Development International

**Research activities and
Publications
(full or partial text available
in English)**

2018.

“Flow at Work”: A Confirmatory Study of Flow in the Workplace and the Exploration of Flow-conducive Personality and Organizational Factors in the Public and Private Sector

The 9th European Conference on Positive Psychology. June 27-30, 2018. Budapest.

2017. (PhD Dissertation: 2016, defended and published in 2017)

ELTE Doctoral School, Interdisciplinary Social Research Programme, PhD research

“Flow at Work” ; An empirical research to identify organizational- and personal variables inducing Flow (Csíkszentmihályi, 1975,1988,1991) during work within eight organizations in Hungary. The study covers four “for profit”, and four “non-profit” organizations, thus providing with a cross-sectoral analysis as well.

2007-09

HEC, Paris, France - Oxford University, Oxford, U.K.

Research: “An exploratory study of Flow and the organizational factors influencing employees’ optimal experience within a public and a private sector organization”

Dissertation awarded with distinction and qualified as “publishable”

2005:

„The strategic role of Human Resources Management in value creation. The changing role of the Human Resources Management profession in the 21st century.” International MBA Program, Corvinus School of Management. Felsőoktatási jegyzet/Elektronikus oktatási anyag, Corvinus School of Management, Department of Organizational Behaviour.

2005:

„Personal Insights and Interpersonal Effectiveness”. Module 1. Personal Development. International MBA Program, Corvinus School of Management. Felsőoktatási jegyzet/Elektronikus oktatási anyag, Corvinus School of Management, Department of Organizational Behaviour.

**Research activities and Publications
(in Hungarian):**

1987-2016:

Eight further research-based/academic publications are available in Hungarian

(please consult the paragraph named “Kutatási tevékenység/ Publikációk” in the Hungarian CV).