



## Gyöngyi Kállai (PhD) Organizational Change Consultant and Coach

Some generic aspects of coaching philosophy, style and approach as a coach are as follows:

*"If you do what your heart and mind tell you, you act on wisdom"* is my personal and professional credo. Also, as a strong believer of the *dynamic interactionism* paradigm, my work with leaders is based on a *holistic, integrated approach*. The starting point is to understand the individual's *context* i.e. the perceived challenges and opportunities of *his/her environment* on one hand, and his/her perceived *capabilities, strength, skill- or competency gaps, preferences and styles* on the other. Preparing for the first meeting I carefully analyse every relevant data point of the psychometric reports (e.g. FEBI, Hogans...e.t.c.), and the multi-rater feedback to *identify key patterns* both regarding *the environmental challenges*, and *personal profiles*, thus identifying areas that need to be addressed during our first discussion as *"potential areas for further development"*. This preliminary data analysis is only an input into the qualitative inquiry, where, with the help of semi structured interview techniques combined with tools from narrative psychology I work towards gaining the most holistic picture on the leader's past, present and future challenges, opportunities, successes, key learning points, and present or future development aspirations. As a follower of positive-, humanistic psychology, the appreciative enquiry-style is closest to my approach in the diagnostics phase. My role then becomes facilitative with occasional interventions such as offering insights and sharing experience when/where necessary and appropriate. Building on strengths is a key principle when developing the individual development action plan.

Regarding my personal coaching style, I consider myself flexible. Being a qualified user of a range of psychometric tools – such as e.g. MBTI, HOGAN, CDP, TKI, FEBI, FIRO-B, Strengthfinder, Kolb Learning Styles, TKI –, I use various approaches and techniques according to the needs of my coachee's personal style and preferences, keeping in mind the main objective and key deliverables of the session. Depending on the dynamics of the conversation and/or the particular needs of my coachee, I can also rely on my PhD research field, which, given its interdisciplinary nature, covers a range of different psychological disciplines, such as humanistic- and positive psychology, cognitive-, and narrative scholarship.

### Specific areas I can offer inspiration, insight and share experience:

As an economist, social psychologist and a deep believer of the notion that behavior and personality development depends on a continuous and reciprocal interaction with the environment, I am passionate about encouraging my coachees to create a healthy and dynamic balance between constantly monitoring their "inner world" (i.e. being self-aware) and "the external environment" and make the utmost effort in keep staying in touch with both worlds to stay *impactful and effective* in the ever-changing environment, which requires a non-stop learning mentality (regular reflections, coaching ...e.t.c.). Leaders accepting the need for continuous development tend to find my passion towards cultivating a "never-ending-learning approach" inspiring and helpful to develop a similar mentality and practice as a leader. I tend to be effective in sensitizing my coachees to the notion that *"if they do not like change, they are going to like irrelevance even less"*.

Leading *organizational/systemic-, and individual level change* in multicultural environments is an area I can offer insight and share best practices from my experience base.

I consider *"cultural literacy"* another core competency of today's leaders, and can also offer insights and experience in developing cross-cultural effectiveness, where culture is defined as "national", "organizational", "gender-related" or "generational".