

Alice Chamrádová

Even as a child, I liked to watch others and imagine what they were like. I was fascinated by their diversity, their strangeness, their destinies. Later, while studying psychology in college, I became intrigued by Carl R. Rogers' theory and his concept of the self-actualizing tendency as a natural human need to grow and fulfill one's potential, to strive toward a "better version of oneself." In my more than 35 years of professional career, I have had the opportunity to work with individuals and teams in different environments, countries and continents. Despite the great diversity and variety of cultural patterns, working approaches and personal styles, I have always found a common denominator: the desire for self-empowerment, growth, meaningfulness and success in work relationships and personal life. I have repeatedly admired the human capacity to overcome limitations, to develop and to move forward.

Focusing on shift and development has become part of me and my mission. I believe it is important, meaningful and necessary to strive for a "better shape" in life - in other words, a "BETTER VERSION"

- of ourselves
- of our teams and communities
- of our organisations
- and, by extension, the world.

I believe that it is in this endeavor that I can be of service to others - with all that I have learned in my life and who I am. I am happy when I can contribute to people as individuals and as a whole finding their own direction, growing, using their abilities to the fullest and being successful in what they do.

My values

RESPECT - no matter who you are or what position you work in, I will always try to **treat you with the respect and dignity** that every human being deserves. I am no better than others, even though I may know more about some things or have a richer experience. Having equal status with those I work with is one of the conditions for a successful relationship. I'm not here to judge you, I'm trying to support you in what you need.

OPENNESS - I approach people and situations with **openness** and a certain degree of **curiosity**. I ask questions to understand the situation and leave the door open for **different possibilities and approaches to solutions**. I like to speak plainly, trying to **name what I notice**. I admit when I don't know. I appreciate the openness of others, even if they have a different opinion, and I try to understand them.

CONFIDENTIALITY (integrity) - In everything I do, I **respect the interests of my clients**, protect their privacy and keep the information I learn confidential. I keep what I promise and do not promise what I cannot deliver. I will point out the risks I see in a client assignment. I will **make it clear if something is beyond my abilities** or contrary to my good judgment or principles. I **abide by the code of ethics** of organizations of which I am a member.

UNIQUENESS - I appreciate the difference and **uniqueness of each person**, it is a constant source of inspiration for me. I strive to help individuals and teams unlock their unique potential, to use their talents to grow and achieve the goals they set for themselves. **Each of us has our own original journey**, and I am honored if I can be a part of yours for a time.

My experience

Much of the experience I have gained in my more than 35-year career has been gained by **working for large multinational companies**. As a member of senior management in various countries, I have gained an **in-depth understanding of the business environment** and the complexities that people in corporate leadership face on a daily basis. In my role as HR Director, I have been instrumental in **building a strong company culture** and a high level of employee motivation. My experience of living and working in England and Russia taught me to **value diversity** and equipped me with **sensitivity to cultural differences**. As an executive coach, I **work with teams and individuals around the world** to make the most of their potential, **successfully navigate change** and build **strong and engaged teams**. I have **more than 1500 hours of coaching experience**. In highly interactive trainings and workshops for senior executives and HR professionals, I cover topics such as **self-management and mental health, change management and transformation, emotional intelligence and balanced leadership**.



My education

2022-2023	Diploma in Coach Supervision, The International Centre for Business Coaching, CZ
2022	Essential & Advanced Supervision Skills, SDS Seminars Ltd., UK
2021	Team coaching, Akademie Czech Republic
2020	Neuro-agility certification, Neuro-Link Practitioner, Neuro-Link, SA
2020, 2023	ICF Accreditation, PCC
2018	Individual and team coach mentoring, MAP Prague
2016	High Performing Team coaching leveraging diversity, Trajectives, France
2014	Team Coaching, Coaching Center, Prague
2014	Insights Discovery Practitioner, Insights, UK
2013	Strategic HR Partnering, Henley Business School, UK
2012	Neurolinguistic programming, Master level, Erickson College, Prague
2011	Neurolinguistic programming, Practitioner level, Erickson College, Prague
2010	The Art and Science of Coaching, Professional Coach, Erickson College, Prague
2008	Coaching for Growth, Verismo Consulting, UK – train the trainer program
2006-2007	HR Management – Czech National Education Fund, Prague
2002	Gestalt in work context – work counselling for organizations
1993-1997	Gestalt & Psychosynthesis – psychotherapy training, certificate
1993-1997	Post-graduate studies, educational psychology, doctor degree, Charles University
1992-1996	Person-centered approach – psychotherapy training, certificate
1987-1993	Psychology, master degree, Faculty of Arts, Charles University

What else am I doing

Since 2004, I have been a member of a team of trainers who conduct **long-term self-experience trainings in the Person Centered Approach** according to Carl Rogers. More information can be found on the website: [PCA Self-Experience Training](http://www.pca-self-experience-training.cz) (webnode.cz).

I am an active member of the **Internal Coaches Platform**, where we offer a meeting place and a space for inspiration for all those who are fans of internal coaching, are themselves internal coaches, or who represent coaching within their organisations. For more information, please visit: [internal-coach-platform](http://www.internal-coach-platform.cz) (internikoucove.cz).

And outside of work?

Outside of work, as a **mother of 4**, I divide my time between **family, sports, art and outdoor activities**. I love our **cottage in the mountains** and love to invite friends and teams there to offer inspiration and new perspectives on the world that this place brings.