

Coaching Framework



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People are my passion. As a coach, I believe in the inner power of each of us – the more inner obstacles we have overcome, the more authentic leader we become. And when I talk about the leader, I am not talking necessarily about managerial position. I believe every one of us has a full leadership potential regardless the job position – demonstrated in real life situations. For me, coaching is the key to let our true self to be visible. To everyone.

I define coaching as a bridge from current-self to future-self and my role is to guide a client along the way. More academically stated, coaching is a conversation with purpose, leading to well defined goal.

In the coaching process, I am using Solution Focused approach in combination with theory of Transactional Analysis. My main philosophy in the background is human-centered psychology.

I work a lot with a creativity, so sometimes I invite my clients to draw a picture, tell me a story, or to use a metaphor to describe the situation. The client's needs are always on the first place, so I provide coaching also in extraordinary conditions outside the office, for example on the walk, sitting in the nature – based on clients' preferences.

I coach individual clients, as well as teams going through change period on organizational systematic level. I specialize on strategy creation and execution. My work on organizational level is based on theory of Transactional Analysis and Agile principles. Combination of these two allows me to lead and coach strategical changes and workshops using the full "wisdom of the crowd" under the circumstances which are natural for the organization and by using visual management to enable transparency, collaboration and full potential of the change process.

As a coach:

- I believe in your inner potential to define your own solutions
- I support you on your way from your current-self to your future-self
- I focus on your future, not your past
- I do not ask "why", I explore with you "how"
- I respect who you are – no judgements of your life, thoughts, decisions
- I fully respect your privacy, all sessions are highly confidential

My coaching journey started in 2010 and since that time I've worked with dozens of clients, from wide range of professions, including entrepreneurs, artists, coaches, and junior mid- & senior management level in corporate environment.

I am ICF certified coach on PCC level, with more than 1000 hours of coaching experience and 300 hours of coaching-specific education. As an official coach-mentor and coach supervisor, I help other coaches to improve their coaching performance. I hold Masters' degree in Journalism, Diploma in International Relations, Diploma in Business Coaching, Diploma in Coaching Supervision and certification in Integrative Coaching. I am also registered Mediator on Slovak Ministry of Justice and certified trainer and facilitator.

I work in Slovak and English language.