

12th International Congress of Coaching Psychology-Spain 2022

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Joan Boada

Joan Boada is a full-time professor in the Department of Psychology at the Universitat Rovira i Virgili, in Tarragona, Spain. He is a senior coach at the AECOP (Executive and Organizational Coaching Association), with more than 3,500 hours of experience in coaching sessions. He is a doctor in psychology from the Universitat de Barcelona. He has supervised ten doctoral theses (one of them on coaching) and is currently co-supervising twelve. He has done three research terms and one commissioned by ANECA (Accreditation and Quality Evaluation National Agency). He has been a member of various scientific committees at several congresses. As the co-author of four books, he has written more than forty book chapters and more than sixty-five articles in journals with an impact index of ISI-JCR (Institute for Scientific Information-Journal Citation Reports). He has given more than a hundred presentations at national and international congresses. He is the director of the Research Group "Spitzen Value, Human Resources" at the Universitat Rovira i Virgili. He holds three awards in the field of Human Resources. He is a collaborator and lecturer at public and private institutions (both national and international) and has been working at universities and research centers abroad (Peru, Mexico, etc.). His specialization and research focus on Human Resources and coaching, occupational health, psychosocial risks, creativity and entrepreneurship. He has taught the following subjects: social psychology, psychology of organizations, negotiation psychology and occupational health (PhD). He has run university extension courses and Human Resources symposia. Likewise, he has supervised transfer projects through the Universitat Rovira i Virgili Foundation for multinational companies and public institutions. He lectures in Master's degrees at the Universitat Oberta de Catalunya, Universidad de Almería and Universitat Pompeu Fabra, as well as the Pontifical Catholic University of Peru. He is a judicial expert as well as a member of the COPC (Official Association of Psychologists of Catalonia), EAWOP (European Association of Work and Organizational Psychology), AEDIPE (Spanish Association for People Management), ACCID (Catalan Association for Accounting and Management), ACPJF (Catalan Association of Judicial and Forensic Experts), SCEPS (Spanish Scientific Society of Social Psychology) and AECOP/EMCC in Spain (Executive and Organizational Coaching Association/European Mentoring and Coaching Council).

Ilona Boniwell

Ilona Boniwell is a professor of positive psychology at the University of East London and the original founder of the UEL's MSc in Applied Positive Psychology, the first ever degree of this type in Europe. She is a world leader in positive psychology and has worked in this field for over twenty years. She was originally mentored by Martin Seligman. Professor Boniwell wrote or edited twelve books, delivered over two hundred keynotes and a TEDx, founded the European Network of Positive Psychology, organized the first European Congress of Positive Psychology and was the first vice-chair of the International Positive Psychology Association (IPPA). She is also a passionate practitioner of positive psychology. As a CEO of Positran, she has worked as a consultant for the Governments of UAE and Bhutan, and many major international companies, including ClubMed, L'Oréal, Unilever, Nestle, EY, Microsoft and BNP Paribas.

Silvana Dini

Silvana Dini is a coaching psychologist and an accredited fellow of the International Society for Coaching Psychology (FISCP), a coaching supervisor accredited by the ISCP (International Society for Coaching Psychology) and a management consultant. She is a co-founder and a Steering Committee member of the SCP Italy (Society for Coaching Psychology Italy), as well as the ISCP honorary vice-president. Moreover, she is the co-director of the Advanced Training Course in Business Coaching Psychology at the Università Europea di Roma.

Maite Durán

Maite Durán is a doctor in psychology and an associate professor at the Universitat de Barcelona (UB). She is a collaborating professor at the Universitat Oberta de Catalunya (UOC) and a lecturer for the Master's degree in Emotional Intelligence at the Instituto Psicológico. She is also a lecturer for the Coach Certification Program at the Instituto Europeo de Coaching (IEC). She has been a trainer in professional and personal skills for more than eighteen years. She is a coaching psychologist accredited by the COPC (Official Association of Psychologists of Catalonia), a general health psychologist (authorized by the Catalan Government Department of Health) and an accredited psychotherapist by the ASEPCO (Cognitive Psychotherapy Spanish Association), FEAP (Spanish Federation of Psychotherapist Association) and EuroPsy (European Certificate in Psychology). She holds a Master's degree in Clinical Psychology and Psychotherapy by the Universitat Ramon Llull (URL) and a Master's degree in Coaching and Specialization in Personal, Couples, Executive and Team Coaching by IEC. In addition, she holds a degree in Economic and Business Sciences by UB.

Sam Farmer

Sam Farmer is the owner and director of Enhance Facilitation Limited, and a registered New Zealand/Aotearoa coaching psychologist. He received his coaching supervisor accreditation from the Oxford Brookes Business School and is an accredited supervisor and associate fellow of the International Society for Coaching Psychology. He also co-founded and was the first chair of the New Zealand/Aotearoa Coaching Psychology Special Interest Group. His model of supervision is based upon the philosophy that most people have a level of discomfort or dissatisfaction with their practice and want to enhance the knowledge and skills they put into –and the meaning that they gain from– their work as a result. To his work, he enjoys bringing a structured and ethical approach informed by his client's perspective: Te Ao Māori (Māori worldview), acceptance and commitment training, compassion-focused therapy, as well as models informed by change –and systems– theories. Naturally, for his own professional development, he values and regularly utilizes supervision (both hierarchical and peer). In addition to providing supervision, he coaches diverse clients across the state, in non-profit and commercial sectors, to enhance their own authentic and effective professional styles. With regard to his areas of specialization, leadership coaching, psychosocial growth and professional supervision, he has held a number of international presentations and written articles, including "What is the Nature of Supervision in Coaching Psychology?" in *Psychology Aotearoa* and "How does a Coach know that They have found the Right Supervisor?" in *Coaching: An International Journal of Theory, Research and Practice*.

Miguel García

Miguel García holds a degree in Psychology and a PhD in Social Psychology from the Universidad Complutense de Madrid (UCM). He is a coaching psychologist (PsEC-0029) with the Official Association of Psychologists of Madrid and a member of the International Society for Coaching Psychology (MISCP-591). He is the director of the Advanced Program of Coaching Psychology and Psychological Coaching at the UCM Faculty of Psychology. He is also a teacher and a researcher at the UCM Faculty of Psychology. His interventions for the development of individuals, groups/teams and organizations include coaching, design and application of training as well as consultancy. Miguel García has published and participated in conferences, congresses, as well as specialized and Master courses on these topics.

Suzy Green

Dr Suzy Green is a clinical and coaching psychologist and founder and CEO of The Positivity Institute, a Sydney-based organization of positive deviations, dedicated to the research and application of the science of optimal human functioning in organizations and schools. She is a leader in the complementary fields of coaching psychology and positive psychology, having conducted a world-first study on evidence-based coaching as an applied positive psychology. She has published over twenty academic chapters and peer reviewed journal articles, including some for the *Journal of Positive Psychology*. She is the co-editor of *Positive Psychology Coaching in Practice* (Green and Palmer, 2018), *Positive Psychology Coaching in the Workplace* (Smith, Boniwell and Green, 2021) and *The Positivity Prescription* (Green, 2019). She lectured on applied positive psychology as a senior adjunct lecturer in the Coaching Psychology Unit at the University of Sydney for ten years and is an honorary vice-president of the International Society for Coaching Psychology. She is an honorary visiting professor at the University of East London and holds honorary academic positions at the Centre for Wellbeing Science, University of Melbourne and the Black Dog Institute as well as being an affiliate of the Institute for Wellbeing at Cambridge University. She is also a member of the Scientific Advisory Board for Coach Hub, a leading global coaching technology platform. Furthermore, she is an official ambassador for the Starlight Children's Foundation and maintains a strong media profile appearing on television, radio and in print.

Anna-Rosa le Roux

Anna-Rosa le Roux is an honorary vice-president of the International Society for Coaching Psychology and a chairperson of the Interest Group in Coaching and Consulting Psychology. Likewise, she is a member of the International Steering Committee of the First International Congress of Coaching Psychology, a member of the Executive Committee of the Society for Industrial and Organizational Psychology of South Africa (SIOPSA) and a member of the Executive Committee of the Association of Change Management Practitioners of Africa. She is an honorary member of SIOPSA and a fellow of the International Society for Coaching Psychology. She has made outstanding contributions to the development of coaching psychology and earned the SIOPSA President's Award for her contribution to coaching psychology, both locally and globally. She has written chapters in two books: *Anchoring OCD in Consulting Psychology* (2015) and *Contextualizing Coaching Psychology within Multicultural Contexts* (2016). She is a registered

industrial/organizational psychologist by the Health Professions Council of South Africa (HPCSA) and holds postgraduate degrees in psychology and leadership, performance and change (PhD). She has delivered consulting psychology assignments in Europe, Africa and the Middle East for corporate, government and non-profit organizations, in addition to representing South Africa for her profession in London, Sydney, Paris, San Diego, Rome and Barcelona. She co-founded Worklife Digital and Partners, which provides digital psychology journeys for a sustainable future. She has also been involved in Integrative Enneagram Solutions (2017-2020), WoolWorths Financial Services (head of people/organizational effectiveness – 2013-2017), Goldfields International (regional head, talent and organizational development – 2012-2013), JVR Consulting Psychologists (director – 2009-2011) and Requisite Business Solutions (2000-2008).

Roberto Luna

Roberto Luna is a professor of business administration at the Universidad de Valencia, Faculty of Economics. He holds a graduate degree in Psychology and is a doctor in Social Psychology, as well as an expert in Human Resources and Talent Management. He is a researcher, with more than sixty scientific publications, and is the author of the following Human Resources manuals: *Gestión del talento* (Ed. Pirámide, 2018) and *Recursos humanos para turismo* (Pearson Prentice Hall, 2006). He is the scientific author of seven books on professional and personal development, with his latest book in 2021 being *Liderar desde el talento* (Ed. Alienta, Grupo Planeta). He has professional experience in more than a hundred companies in the fields of Human Resources, Talent Management and Executive Coaching. He is an international speaker on talent management issues, as well as a visiting professor at the University of Oxford (England) and Middle Tennessee State University (USA), among others.

Xavier Montero

Xavier Montero holds a degree in Psychology from the Universitat de Barcelona, specialized in work and organizational psychology. He also holds a Master's degree in Human Resources Management from EADA Business School. He is a certified coaching psychologist with the COPC (Official Association of Psychologists of Catalonia) and ISCP (International Society for Coaching Psychology). As a EuroPsy certified psychologist, he is a specialist in work and organizational psychology by EFPA (European Federation of Psychologists' Associations). He has been a member and treasurer of the COPC Board of Directors in the Work and Organizational Psychology Section (SPOT) since 2014. He has more than thirty-three years of experience in the world of Human Resources consulting (recruitment, selection and coaching for directors), both at national and international firms.

Jayson Moran

Jayson's focus is on performance, productivity & wellbeing. He helps students, professionals and entrepreneurs rise to their challenges, and achieve what's important professionally and personally. Influenced by numerous psychological schools of thought, he utilizes evidence-based methodologies such as Cognitive Behavioural Coaching, Personality Assessment, Motivational Interviewing and Values Analysis in both his individual coaching work, talks and workshops. Areas of particular interest include procrastination, motivation, confidence, interpersonal relations, stress, productivity and personality. He

helps clients better understand themselves, their aims, and to understand and address what's getting in the way of progress.

Jayson is a full member of the Psychological Society of Ireland (PSI) and studied psychology at undergraduate level in Trinity College Dublin, receiving his MA in Applied Coaching & Positive Psychology from University College Cork. He is a recently published researcher and his research interests include organizational culture and how best to disseminate positive psychology interventions. He is also an active member of Ireland's coaching psychology community, being a committee member of the Psychological Society of Ireland's (PSI) Coaching Psychology Special Interest Group, and the Dublin City Coaching Circle. He is also proud to announce the recent launch of his coaching and performance practice jaysonmoran.com. Jayson also teaches his course 'Practical Psychology: Self Improvement using the best of Psychological Science' on "*How to achieve your goals using psychological theory, tools and techniques*" online. He also founded and runs the popular Meetup Group "Practical Psychology" which facilitates talks and discussions around popular psychological topics such as stress, procrastination and happiness/wellbeing.

Siobhain O'Riordan

Dr Siobhain O'Riordan (PhD) is the founder chair of the International Society for Coaching Psychology (ISCP) and a member of the International Research Centre Development Team of the ISCP (International Centre for Coaching Psychology Research) (see <http://www.iscpresearch.org>). She is a chartered psychologist, a chartered scientist fellow of the ISCP, a certified business psychologist of the Association for Business Psychology, a member of the International Stress Management Association (ISMAUK), a member of the Association for Coaching, an honorable member of the Institute of Health Promotion and Education and an academic member of the Association of Rational Emotional Behavioral Therapists. She is also an ISCP accredited supervisor. In 2010, she received the Distinguished Contribution to Coaching Psychology Award by the British Psychological Society Special Group in Coaching Psychology and in 2020 she was given a Lifetime Achievement Award for her contributions to coaching psychology by Coaching at Work. In 2021, she co-edited the book *Introduction to Coaching Psychology* with Stephen Palmer. She is a past editor of the publications *The Coaching Psychologist* and *International Journal of Health Promotion and Education*. She is very active in editing journals. She is currently the editor of the *International Journal of Coaching Psychology* and *Coaching Psychology International*, and co-editor of the *European Journal of Applied Positive Psychology* and the *International Journal of Stress Prevention and Wellbeing*.

Stephen Palmer

Professor Stephen Palmer, PhD and an accredited fellow of the International Society for Coaching Psychology (FISCP), is a chartered biologist, psychologist and member of the British Ecological Society. He is a professor at the Wales Academy for Professional Practice and Applied Research, at the University of Wales Trinity Saint David, and an adjunct professor of coaching psychology at the Aalborg University. He is the coordinating director of the ISCP International Centre for Coaching Psychology Research and the founding director of the Centre for Coaching in London. Stephen Palmer is an honorary president and

fellow of both the International Society for Coaching Psychology and the International Stress Management Association. He is the executive editor of the *International Journal of Coaching Psychology* and also editor of the newly launched *Journal of Ecopsychology*. He has authored and edited over fifty books and published over two hundred and fifty articles and book chapters.

Jonathan Passmore

Jonathan is Senior Vice-President, CoachHub and a professor at Henley Business School, as well as a global thought leader in behavioural change, listed in the Thinkers 50 and Global Gurus lists.

He is a chartered psychologist, holds five degrees including an MBA and doctorate in psychology. He is an accredited coach with the ICF and EMCC, as well as holding qualifications in team coach and coach supervision. He has published widely and contributed over 30 books and nearly 200 scientific papers and book chapters to the field, making him one of the most published coaches in the world. His recent books include: 'Becoming a Coach: The Essential ICF Guide' (2020), 'The Coaches Handbook' (2021) and 'CoachMe: My Personal Board of Directors' (2022).

Over the past two decades Jonathan has worked as an executive coach, consultant and educator with hundreds of leaders and managers, from senior politicians to board directors helping them become the best version of themselves. Prior to his current roles, Jonathan worked as managing director for a UK psychology company, worked for global firms including PricewaterhouseCoopers (PWC), IBM Business Consulting on large-scale change projects and executive coaching, OPM on government and not for profit leadership development.

Jelena Pavlović

Dr Jelena Pavlović is an associate professor of organizational development and change at the University of Belgrade, Department of Psychology. She is also the founder and CEO of Koučing Centar, a digital platform for delivering coaching and leadership development. She has authored numerous papers and a book titled *Coaching Psychology: Constructivist Approaches*, published by Routledge (2021). She serves as an associate editor for the *Journal of Constructivist Psychology*.

Íngrid Queralt

Íngrid Queralt holds a degree in Psychology. Her training and professional experience have developed simultaneously in the fields of Human Resources, personal and organizational development, therapeutics and coaching. In the organizational area, she holds a Master's degree in Human Resources Management and Organizational Consulting from the Universitat de Barcelona (UB), a postgraduate degree in Training Engineering from the Universitat Politècnica de Catalunya (UPC), and she is an expert in person-company conciliation. She is also accredited as an expert in work and organizational psychology by the COPC (Official Association of Psychologists of Catalonia). In the therapeutic area, she is certified as a general health psychologist and she holds a postgraduate degree in Brief Psychological Therapy from the UB. In the field of coaching psychology, she is trained in various trends and specialized in systemic coaching. She

is certified and reaccredited by the COPC as a coaching psychologist. She has been the director of Human Resources and Training of a business organization for thirteen years, a Human Resources consultant and a teacher at the Universitat Rovira i Virgili for several degrees, such as the Master's degree in Human Resources Management and the postgraduate degree in Mediation.

Joan Quintana

As the director of the Instituto Relacional, Joan Quintana is a coaching psychologist and has developed the relational coaching approach (see www.joanquintanaforns.com). The Instituto Relacional is an organization that accompanies people and organizations in developmental processes by promoting efficiency, balance and relational quality. He has developed the Relational Evolution Model (MER), upon which the actions of the Instituto Relacional are based. The working areas at the Instituto Relacional are business and organizations as well as education (see www.institutorelacional.org). He is a consultant and advisor of boards and management teams, and accompanies processes of anticipation, change and evolution, focusing on relational quality. In the educational area, he gives training to other teachers on the subjects of relational education, personalized educational support models and relational management of educational centers and teams. In the field of health, he accompanies professionals in their transition from clinical to management professional activity, and in team development and clinical management. Likewise, he holds a Master's degree in Public Health and another in Environmental Intervention, as well as a graduate degree in Hospital Management by the Universitat de Barcelona (UB). In the social sphere, his activity focuses on training public managers, coalition governance and revitalization of relations and socioeconomic networks of cities. He trained with teachers P. Watzlawick from the Mental Research Institute (California), I. Rogovsky from the GR Institute (Israel) and H. Maturana from the Matriztica School (Chile). Within the university environment, he is a professor and academic collaborator in national and international business schools and universities. He is the co-author of several books: *Anticipate*, a logbook to navigate in processes of change (Editorial Lid-2011), *Relaciones poderosas. Ver y ser vistos*, which exposes the bases of the Relational Evolution Model (Editorial Kairós-2014), *Educación relacional. 10 claves para una pedagogía del reconocimiento* (Editorial Cruilla SM-2018) and *Equipos EVO. Equipos en evolución para gestionar la complejidad e incertidumbre* (Editorial Punto Rojo-2020).

Elvira Reche

Elvira Reche is a doctor in Health Psychology from the Universitat Autònoma de Barcelona (UAB) and her thesis is on the evaluation of emotional regulation. She also holds a Master's degree in Human Resources Management from the Universitat Ramon Llull (URL) and a Master's degree in Advanced Public Management from the Univeristat de Barcelona (UB), as well as a postgraduate degree in Brief Strategic Therapy from the Universitat de Girona (UdG). She is a coaching psychologist certified by the COPC (Official Association of Psychologists of Catalonia) and an accredited specialist in relational coaching by the Instituto Relacional. She is the creator of the Research Yourself© program, a support program aimed at research staff, which was awarded by the COPC. Likewise, she is a certified mindfulness instructor in Mindfulness-Based Stress Reduction (MBSR) and Mindfulness-Based Compassionate Living (MBCL) protocols, with more than four hundred people trained in face-to-face and online mindfulness courses, at

companies, hospitals and universities. After fifteen years of professional experience as a manager of projects and public calls at the Catalan Government University and Research Grant Management Agency, she currently works as a consultant at the Instituto Relacional. She is an associate professor at the UAB Faculty of Psychology and a psychologist who trains and recruits the fire brigade and Catalan police force at the ISPC (Public Safety Institute of Catalonia).

Francisco S. Romero

He holds a Degree in Psychology from the University of Madrid (Universidad Complutense de Madrid), specialized in Clinical, Organizational and Sports Psychology, with a Master in Human Resources Management (IE Madrid). He is a supervisor for accreditation in EuroPsy for Psychology of Work, Organizations and Human Resources, (EFPA-COP); a EuroPsy specialist in Psychology of Work, Organizations and Human Resources (EFPA-COP); a Psychologist Coach, level MISCP, Accredited by the International Society for Coaching Psychology ISCP; a Psychologist Coach accredited by the COPC; a senior Professional Coach CS80 Aecop EMCC; an accredited Coach Training Program by The Coach Training Institute, an expert in European Certified Trainer in Process Communication (Taibi Kahler/Munich), a Transactional Analyst, and holds a Master in Sports Psychology and Basketball Coach. He is a Mentor accredited by the EMCC (European Mentoring and Coaching Council).

He is also a Member of the Board of Directors of the PTORH Division (Work, Organizational and HR Psychology of the General Council of Psychology of Spain, the President of the Work, Organizational and HR Psychology Section of the COPC, a Professor for Coaching at ESADE Executive Education and Professor of Organizational Psychology at the Faculty of Psychology of the CEU-UAO Barcelona. He collaborates with universities such as UB Bcn IL-3, UAMadrid, IDEC Pompeu Fabra, MBA IUDE Universidad Oviedo, La Salle-URL Bcn. He is the Director of the Master in Coaching Psychology at UAO-CEU in Barcelona. He is a regular speaker at conferences and congresses in the sector (Expomanagement, Aecop, UB, AEEB, etc.).

He has 30 years of experience and dedication in people management at organizations in the areas of identification, assessment, training and development of Managerial Talent, as well as in the design and implementation of systems for Competency Management and Management and Improvement of Performance, through processes of Executive Coaching and Management Teams.

He has developed his activity in the sectors of Banking and Finance, Technology, Energy, Transportation, Mass Consumption and Industrial. His experience has been validated by organizations such as CaixaBank, Banesto, Banco Santander, BBVA, Barclays, Banco Zaragozano, Banco Cooperativo, Everis, TNT World, Oracle Ibérica, Cepsa and Repsol, among others, in the design and implementation of Mentoring programs and schooling of internal Mentors, as dynamic vehicles for the development of the managerial potential.

Marisa Salanova

Marisa Salanova is a doctor in Psychology and a professor of Social Psychology at the Universitat Jaume I. She is the director of the research team WANT-Prevención psicosocial y organizaciones saludables (psychosocial prevention and healthy organizations) at UJI (see www.want.uji.es). She is a founding member and a former president of the SEPP (Spanish Society of Positive Psychology). She is the author of several books, including *Resiliencia: ¿Cómo me levanto después de caer?*, *Organizaciones saludables: Una mirada desde la psicología positiva*, *El engagement en el trabajo* and *Psicología de la salud ocupacional*, among others. She is a researcher of competitive projects on work and organizational wellbeing. She has more than three hundred national and international publications and, more recently, has focused on positive psychology applied to work. Marisa Salanova has published in impact journals, such as the *Journal of Applied Psychology*, *Applied Psychology: An International Review*, *Anxiety, Stress and Coping*, *Journal of Cross-Cultural Psychology*, *Computers in Human Behavior* and *Group and Organizational Management*, among others. She actively participates in competitive research projects subsidized with public funds, and through R&D&I contracts in consulting and advisory activities for companies on psychosocial risk prevention, training, applied positive psychology and Human Resources development. Her career has been recognized, thus earning her the Clara Campoamor Award in the city of Benetússer, the October 9 Award, the recognition of her career on the International Women's Day by the Valencian Parliament and the Ágora Bienestar Award in the category of "career path in work wellbeing research". She is a member of the editorial committee for several journals: *Applied Psychology: An International Review*, *Journal of Occupational Health Psychology*, *Journal of Occupational and Organizational Behavior*, *European Journal of Work and Organizational Psychology*, *Revista de psicología del trabajo y de las organizaciones*, *Psicothema* and *Ansiedad y estrés*. She is also a member of the EAWOP (European Association on Work and Organizational Psychology), IAAP (International Association of Applied Psychology), SOHP (Society for Occupational Health Psychology) and IPPA (International Positive Psychology Association).

Reinhard Stelter

Professor Reinhard Stelter holds a PhD in Psychology from the University of Copenhagen and is a professor of sport and coaching psychology there, a visiting professor at the Copenhagen Business School, and a coaching practitioner, supervisor, lecturer, workshop leader and facilitator in private practice. He is an accredited coaching psychologist and an associate fellow of the International Society for Coaching Psychology, where he is also one of the honorary vice-presidents. He is a member of the editorial board for various coaching journals. Between 2009 and 2015, he was a member of the Scientific Advisory Council of The Institute of Coaching at Harvard University. His research interest is oriented towards identity issues, narrative-collaborative theory and practice, and community psychology. His latest book *The Art of Dialogue in Coaching – Towards Transformative Exchange* (Routledge) has been awarded as the 2019 Coaching Book of the Year by Henley Business School. For further information, please visit www.nexs.ku.dk/coaching and www.rstelter.dk

Beatriz Valderrama

Beatriz Valderrama holds a PhD in Organizational Psychology from the Universidad Complutense de Madrid (outstanding cum laude). She holds a General Management Program (PDG) from IESE Business School, at the Universidad de Navarra. She is a coaching psychologist (PsEC) with the Official Association

of Psychologists of Madrid and a master coach/mentor certified by EMCC (European Mentoring and Coaching Council). She is also the president and head of accreditation of EMCC Spain as well as the founding member of Alta Capacidad. Throughout her professional career, she has designed and implemented organizational transformation and development projects in numerous companies and public entities. She is an expert in change management, coaching, mentoring, team coaching, competency management, talent management, creativity/design thinking, motivation, leadership, and learning and development of emotional intelligence. She teaches in various postgraduate programs at business schools and universities. She is the author of the books *Desarrollo de competencias de mentoring y coaching*, *Motivación inteligente*, *Fundamentos psicológicos del coaching: Un modelo para SER MÁS*, *Coaching de equipos diversos*, *Gestión del talento en la era digital* and *Creatividad inteligente*. Likewise, she is the author of the Motivational Profile Analysis Questionnaire (APM), for which she received the 2013 TEA Ediciones Award, and the Entrepreneurial Talent Questionnaire (CTE). Her most relevant scientific publications are “The Wheel of Motives: Towards a Periodic Table of Human Motivation”. *Psychologist Papers*, 2018, and “Transformación digital y organizaciones ágiles”. *ARANDU-UTIC – Revista Científica Internacional*, 2019.