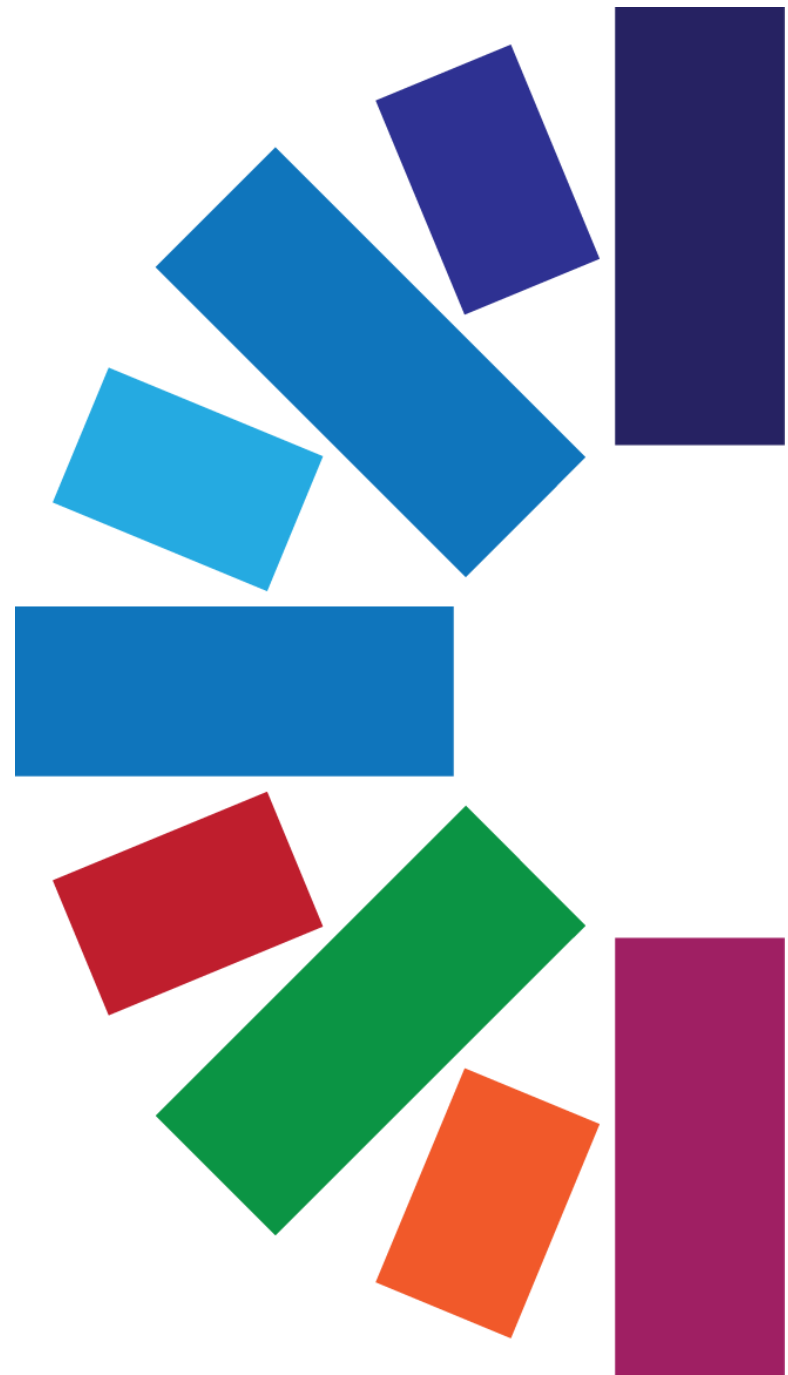




**Amrop Jeneweine**  
Leaders For What's Next

Executive Coaching

Catalogue of Coaches



# Executive Coaching

Executive Coaching is a form of high level development designed for Board members and senior leaders, executives and entrepreneurs applied in areas of strategic management, ambitious targets achieving and implementing new strategic plans. Coaching enables an increase of personal managerial efficiency, influence and authority and achieving desired results. Moreover, it helps to successfully manage processes and human capital, to function effectively in a dynamically changing environment and to strengthen loyalty.

Coaching unlocks human potential. This is an extremely efficient and effective method of personal development as it helps to understand and solve problems naturally and to face them using own skills via mobilization of internal reserves. Coaching can be described as the "guidance on the road". Through offering different perspectives, initiating better perception of reality, inspiration and discovering new opportunities, it gets the best out of the coached person and so opens the way for further success.

The basic principle of coaching is that the coach does not advise on specific cases, but allows personal development and overcoming of internal barriers. The coach's work does not focus on the past, but on the future. Furthermore, the coach does not search for causes and defects. The coach never assumes a superior role and does not desire to control the coachee. Their relationship is seen more as a long-term partnership and alliance.

Effectively working manager uses logical thinking, emotions, intuition, motivation and creativity to build effective teams, increase mutual trust and maintain high performance. These results can be optimally achieved through brain based coaching. It is because from brain comes our behavior and ability to adapt, and these two factors are decisive for human performance.

Coaching is often used as a continuous active support during periods when people in organization are seeking an independent and constructive feedback on the direction the organization has embarked on, its structure and resources, improvements in self-presentation, vision, plan or strategy, or when development of important interpersonal skills of managers is needed to better fulfil a leadership role. Simply put: it is applied whenever it is necessary to optimize and influence the ability of key personnel in order to increase their performance and contribution to achieve common goals.

In practice Amrop is one of the few companies in Slovakia that uses the latest neuroscience findings in coaching and that builds on breakthrough knowledge on how the human brain can influence performance of managers and leaders. On top of this we have put together a unique team of internationally certified coaches of diversified backgrounds. Using their individual abilities and experience in combination with our know-how in providing incomparable variable solutions we are effectively addressing the real problems of our clients.





**Tara Swart**  
Coach

*Life credo:*  
Outstanding performance is above all  
a game played in the head...

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Dr. Tara Swart works as neuroscience consultant and coach and she provides individually tailored coaching at board and chief executive level. This may form part of onboarding support, or may be stand-alone. She applies the science of the brain to executive performance, working to reveal how the brain influences behavior and performance in business leaders. Since 2013 she is part the consulting team of Amrop Slovakia.

She is a neuroscience consultant and executive coach with a unique background. She is an Oxford University trained medical doctor who specialized in Psychiatry. She also has a PhD in neuroscience, which gives her a deep understanding of human performance and behavior patterns, and produces transformative and sustainable results for senior executives and top teams. Tara specializes in working with Board Directors and Leadership teams in Financial Services or CFO's in various industries. Using a neuro-psychological framework and an element of creativity, allows the coaching relationship to develop along lines needed to accelerate executives through change or transition. Tara is at her most dynamic when working with technically strong,

results orientated people who are keen to develop their presence, impact and authority to influence and motivate key people to benefit the business.

An expert in personal effectiveness, she also helps overwhelmed leaders to focus on prioritizing what is most important and what to delegate.

As author of many publications in journals of neuroscience and coaching she is at the forefront of the application of neuroscience to business.





**Boris Dobiš**  
Coach

*Life credo:*  
Don't follow the crowd, let the crowd follow you.

*(Margaret Thatcher)*

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RNDr. Boris Dobiš is a freelance coach, trainer and consultant with the focus on corporate business segment. He has been running these activities since 2005. A significant part of his competencies comes from his actual working experience that he could collect in various managerial positions at global players. His business area was sales management in chemical and electrotechnical industries carried out in Slovakia, Czech Republic, Germany and some other CEE countries. He studied Life Sciences at Martin-Luther University in Halle (Saale), Germany.

Since 2011, he has been aiming to strengthen and to further develop his coaching knowledge and skills mainly through participation in the NeuroLeadership Group development programs. This education is based on the neuroscience principle, leads to structured communication and is seriously results oriented (Results Coaching System). That coaching approach proves to be very useful especially for the corporate business segment.

The successful participation in different development programs (Intensive Coach Training, Intuitive Coaching, Coach Mentoring

Program, Coaches Tools, Team Coaching, Executive Coaching, etc. – all trainings with ICF Accreditation (ACSTH = Approved Coach Specific Training Hours) and his coaching experience exceeding 800 coaching hours of individual and team coaching provide his credentials for the International Coach Federation (ICF) membership.

The top and the middle management in various industry segments (car production and distribution, finance, medical devices, insurance companies, etc.) is the usual target group in his coaching projects. The topics the projects would deal with are e.g. development of leadership competences, values and strategy implementation, goal setting and achieving, self-awareness, as well as handling of difficult situations in communication, motivation and other elements of situational leadership.

During his coaching sessions with clients, he is able to establish through his unique communication approach that includes his seniority and a good portion of relieving humour, an atmosphere of trustful relatedness, direct communication as well as courageous creativeness.





## Ján Dubnička Coach

*Life credo:*  
We can't always choose what will happen to us, but we can choose what will happen within us. Any fact facing us is not as important as our attitude toward it, for that determines our success or failure.

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Mgr. Ján Dubnička is ACC (International Coach Federation) and Brain Based Coach (Results Coaching Systems), mental coach, facilitator and motivational teacher. He engages in people's personal development, and growth. He specializes in goals/results coaching, career coaching, executive coaching, business coaching, life coaching, and sports coaching; in terms of group coaching he focuses on team development and team building, out-of-the-box thinking, change and stress management, time management, productivity and effectiveness, leadership, motivation, and self-motivation.

He helps people achieve their life goals and bring desired changes in their lives, think about their thinking and look for thought patterns, discover their strengths and talents, boost their confidence and self-assuredness, focus on problem solving and situation solving, improve the quality of their thinking and the ability to make better decisions for their own sake and for that of their career, and understand what's happening to them, in a broader context. He helps people take their lives in their own hands and take 100% responsibility for their lives – i.e. for their attitudes, thoughts, feelings, and actions.

His coaching experience consists of 300 hours of individual face-to-face coaching, and 80 hours of team coaching / team building / workshops / seminars / training. As a coach he worked for companies: ČSOB Poistovňa, Versa Media, Citroën Slovakia, Generali Slovensko poisťovňa, Lidl Slovenská republika, Schnellecke Logistics, Harmony, Wüstenrot poisťovňa and Henkel Slovensko.

He graduated from the University of Ss. Cyril and Methodius (UCM), majoring in mass media studies. He got his coaching education at Neuroleadership Group – intensive coaching training in Results Coaching Systems (2011). Other completed courses include: Building of a Coaching Practice (2012), Coaching Tools (2012), Intuitive Coaching (2012), Mentoring of Coaches (2012), Team Coaching (2013), and a special workshop – Appreciative Inquiry with Anne Radford (2012). During his professional career, he worked in a media, advertising, as well as an event production agency. He gained abundant experience in working with people during the 12 years he worked in the media. He is a member of the International Coach Federation, Slovak Coach Association (SAKO), and Czech Coach Association.





**Klára Giertlová**  
Coach

*Životné krédo:*  
At the start it's enough, if you know  
what you want

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PhDr. Klára Giertlová is internationally certified coach and lecturer/trainer, pioneer of coaching in Slovakia, mentor coach registered on the list of ICF mentors (International Coach Federation). Qualified in Education of Adults, with additional education and practice in psychotherapy. She coaches since 1995, first as a manager and professionally from 2003, also as a trainer, mentor and supervisor of coaches. Her training program Systemical Management and Coaching was the first and for many years the only one to be complete training package in the Slovakian market preparing Slovak professional coaches.

She published many articles about coaching, as well as a book in 2004 and together with her colleagues she organised first two conferences about coaching. She is a founding member of the Slovak association of coaches (SAKO), an organisation of coaches, which she chaired till 2009, and also a founding member of ICF Chapter Slovakia. She is active in both organisations, in SAKO a member of the board and a member of an accreditation – certification committee. In addition to the above she is also a member of SOLworld, international network of

solution-focused professionals.

As a member of an International Faculty of SolutionSurfers, she runs the Brief coaching courses accredited by the ICF at the highest possible level (ACTP). In 2014, she was awarded a Professional Certified Coach status (PCC), acknowledging more than 300 hours of coach specific training with more than 1500 hours of coaching practice.

In Tajov near Banská Bystrica, she created her own coaching centre, where apart from training and workshops she also offers coaching and development programmes. She sees a great sense and perspective in managerial coaching and building of a coaching culture in organisations. For this purpose she developed a methodology of natural (native) conversations, which bring simplicity, ease of understanding, better relationships and faster results in all areas of work and life. She coaches both in Slovak and Hungarian.





**Zora Inka Grohoľová**  
Coach

*Life credo:*

Be Every game has players, a starting line, a goal and a winner. If you want to be a successful player, remember, that a good coach can help you to be the winner.

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Mgr. Zora Inka Grohoľová is a coach with international certification. She concentrates on the area of communication, motivation and team leading. She works with clients and work teams from the areas of business, politics and culture, with top managers and with business owners. She coaches in Slovak, German and English language. She is a member of the International Coaching Federation (ICF), the biggest international organization of professional coaches.

She intensively works as a coach since 2011. She uses the Brain Based Coaching method, which is based on the newest neuroscience knowledge to develop better interpersonal communication, personal motivation, and team leading. Her coaching practice exceeds 700 coaching hours. She has been aiming to strengthen and to further develop her coaching knowledge and skills mainly through participation in the NeuroLeadership Group development programs. These programs connect the Brain Based Coaching method and Results Coaching, a method focused on reaching measurable goals. Her clients appreciate her ability to motivate them and reach a significant change even in areas which they feared for years. She successfully

implements communication tools in the Team Coaching area. These tools improve cooperation and relationships between colleagues and the overall quality of the work environment.

She majored in Journalism on the Comenius University in Bratislava, worked as a radio speaker, press speaker, translator, and interpreter and was a member of the organization team of an international music festival. Since 1999, she has been a volunteer in the organization committee of an international charity fundraising event of the diplomatic and expat community. She often speaks on the Slovak Radio, TV Markíza, and other Slovak media about relationships, successfully communication and motivation.

She is a registered mediator at the Slovak Ministry of Justice and founder of the Bratislava Mediation Centre.





**Silvia Hederová**  
Coach

*Life credo:*  
Be yourselves and use your potential.  
Live your dream!

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Ing. Silvia Hederová graduated at Faculty of Commerce, University of Economics in Bratislava. After degree she worked in corporate banking sector for 20 years as the senior manager and the bank procurer in the area of project finance and syndications, trade finance and cash management. She actively participated in concern projects in Vienna and Bucharest. Her business skills she tuned by participation in the international syndications.

She was chairman of the board in Slovenská sporiteľňa Factoring, where she was responsible for restructalisation of client's portfolio. She is co-founder of APPP – Public Private Partnership Association, where she acted as the member of Steering Committee and she cooperated with state authorities as Ministry of Transport, Ministry of Finance, etc.

During her banking career she coached more than 400 hours as the manager, privately more than 150 hours (SME clients and corporate senior manager). Her coaching qualification increased by study at Erickson College in Canada. In 2012, after accreditation (ACTP)

she has been certified as the Erickson Certified Professional Coach (ECPC) and international certificate Associate Certified Coach (ACC) in 2014.

She is principally a business coach focused on process improvement, change management, efficiency improvement, developing leadership, relationship management, preparing for important meetings, discussions, presentations, preparing strategies, carrier development, mission and life balance. She coaches in Slovak, English and Spanish.

She is also active in mentoring where she targets the providing efficient feedback, time management, presentation and communications skills, how to "swim" in the corporate world.







**Vladimír Homoľa**  
Coach

*Life credo:*  
Time isn't waiting for you.

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Ing. Vladimír Homoľa graduated from the Faculty of Electrical Engineering of The Technical University in Košice with focus on electronic computers. He worked as a manager of computer department, a financial director and a regional director of insurance company. Since 2007 he has been working as a coach and trainer focused on strengthening and development of engagement and interactivity in management, development and education. He completed several accredited training programs by ICF (International Coach Federation): The Art and Science of Coaching a Coaching Team Thinking and Team Innovation, Erickson College, based in Vancouver, Canada. Also Emotional Intelligence in Coaching and Leadership and Co-Active Coaching Fundamentals.

He worked as a coach and trainer for the U. S. Steel Company, Bell Slovensko, a. s., ONYX, a. s., Elcom, s. r. o., Botex, s. r. o., EVASPORT, s. r. o. and LKT, s. r. o. He has gained abundant experience as a professional coach and trainer of coaching skills.

Since 2012, he has been leading his own program Mind Mapping in Management and Education and since 2014 also programs Visual Coaching with iMAP and iMAP and Increasing Engagement.





**Igor Kamačai**  
Coach

*Life credo:*  
The recognition of our achievements and results makes sense of our work and moves it forwards.

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Mgr. Igor Kamačai graduated at the Ruhr University Bochum in Germany in psychology, focused on clinical and communication psychology.

He has many years of experience as top manager in human resources, HR board member and proxy holder in global firms within Western, Central and Eastern European countries and Russia. He managed legal and IT departments. He performed as Strategy & Green field HR Manager and implemented new aspects of HR management in praxis – organizational structure, company culture, employment politics, employees' education and development, HR legislation, social politics, employees' remuneration and motivation. He worked in sector tariff committees for labor negotiations in Germany and Austria representing associations of employers and cooperated with labor unions.

He led more than 100 coaching hours in position business coach of top managers. He studied at CTC – Academy Vienna. He is the founder of personnel counseling firm Mgr. Igor Kamačai – Management & HR Consultancy. The main scope of his profession is continuous

development and effectiveness growth of human resources focused on: Assessment Center – HR Due Diligence, Coaching – Reengineering, Development Centre – Succession Planning, Development of Organization – Talent Management, and HR Audit.

He successfully realized projects of companies' restructuring, assessment and development centre, potential analysis, team and individual coaching focused on personnel and career development of manager.

He is certified GRID trainer, NLP Practitioner, and mediator specialized on top managers problem solving. He is DGFP member.





**Dagmar Kéryová**  
Coach

*Life credo:*  
My clients are not managers, owners,  
employees – in the first place PEOPLE.

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Ing. Dagmar Kéryová is an internationally certified coach, facilitator and trainer. With many years (since 1997) of experience in communications business and team management, she has extensive knowledge and praxis in all areas of communication including crisis and internal communication from the position co-owner and senior consultant. With her technical background she understands needs her clients working in IT and industry.

In her work she uses Co-Active Coaching method, she studied the program of The Coach Training Institute in Paris, France. Her experience in on to one coaching list since 2009 and she can prove more than 450 coaching hours. She is credited in team coaching with The Organization & Relationship Systems Coaching method. She is specialized on career development, personal leadership and change management in private lives and organizations.

Since 2013 she is the vice-president of International Coach Federation – Slovak Chapter (ICF) and founding member of non-profit organization Srdce Slovenska (Heart of Slovakia) with goal to develop cooperation between men and woman in business and women leadership.





**Rudo Lukačka**  
Coach

*Life credo:*  
Life is too short to learn from own mistakes only.

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Ing. Rudo Lukačka since graduation from Technical University in the year 1973 worked in the field of informatics. He completed several internships and educational stays abroad. Between 1973 and 1982 he worked in the shoemaking industry in Partizánske and these nine years of "Bata" school inspire him even now. In 1991 he established company ELAS, s. r. o., and became its CEO with afterward worth acquisition of HT Computers, a. s. After 14 years of successful operation the company has been acquired by Siemens concern. In 2008 he voluntarily left his top-manager career and devoted it to coaching.

In 2008, after completion of the training run by Erickson College International (Canada) he became a coach. He owns Erickson Certified Professional Coach (ECPC) and Associate Certified Coach (ACC) of International Coaching Federation (ICF) certificates and has given more than 500 coaching hours. He focuses on the personal development of top-managers and various leadership aspects. His clients are mostly from the services area (IT, energetics, consulting and banking). He coaches teams too and leads special programs

on team development. He also leads development workshops with co-operation of magazines Profit and Trend. His motivational lectures are focused on necessity of continuous personal development of managers. He also devoted his time to young entrepreneurs.

He is a member of Slovak Coach Association (SAKO) and International Coaching Federation (ICF). In Slovak Chapter of ICF he is responsible for the financial matters. Besides coaching he maintains his contacts with the business community as a member of The Business Alliance of Slovakia, International club, GS1 and other associations.





**Zlatica Mária Stubbs**  
Coach

*Životné krédo:*  
ČWhat would you dare to achieve if you  
dared think you could not fail?  
(Nelson Mandela)

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Zlatica Mária Stubbs is an ICF (International Coach Federation) accredited professional coach with over 850 coaching hours. Her background is in top management, having some 20 years' experience at a Manufacturing and Plant Manager level in the UK, Hungary and Slovakia. She has been working as a freelancer for 15 years as a consultant Project Manager and an Interim Manager supporting companies investing in the Central Europe, mainly the Czech Republic and Slovakia, having been involved in several green field site projects. The last 10 years also as a coach.

She is a solution focus executive coach, with initial coaching studies in the UK in 2004, Erickson College (Canada) in 2009 and Brief Coaching – Solution Surfers (Switzerland) in 2014. She is a mentor for beginner coaches preparing for the international (ICF) and local accreditation. She coaches both in Slovak and English.

She is a founder member of both coaching organisations in Slovakia – SAKO (Slovak Association of Coaches) and ICF Chapter Slovakia, playing an active role in both organisations, currently in a board of one

of them, previously a chairman and a president respectively.

In 2015 she has completed a Postgraduate Coaching Supervision programme in the UK run by Barefoot Coaching Ltd. and is providing both individual and group supervision for coaches at all levels of development. She has an extensive experience in management of people at all levels and can therefore understand the problems and issues which take place within the working environment.

During 2005/2006 she worked as a Plant Manager, using coaching as the management style. Since 2008 she also runs training programmes for managers to develop their coaching skills with on the job shadowing and coaching and is supporting companies to introduce coaching and mentoring programmes in their organisations.

She truly believes in a fantastic potential of each individual, feels passionate about coaching and has the ability to inspire and become a real partner in any situation.





**Eva Timková**  
Coach

*Life credo:*  
Education is important. Doing what  
we like is even more important.

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Ing. Eva Timková has been a coach with focus on Executive Coaching, Life and Career Coaching, Team Coaching, Mentor Coaching since 2003 and since 2009 she has also been a trainer of coaching in Academy of Coaching. She completed several trainings, Systematic Selfmanagement and Coaching (2004, Prague), Psychotherapeutic Training of Systematic Approach (2004 – 2007, Prague), Performance Coaching, Coaching – Science and Art (2007 – 2008, ICF), Training the Trainers, Team Coaching, Inner Game (2008 – 2009, ICF), Brief Coaching (2011, Bratislava) and Team Coaching (2012, Bratislava), etc.

She is an internationally certified coach by the International Coach Federation (ICF). She has gained degree Professional Certified Coach (PCC) ICF and she has abundant applied and professional experience (more than 1 500 hours of coaching). She was certified by Erickson College International (Canada) as an Erickson Certified Professional Coach (ECPC).

She worked as a coach for companies like Slovenská energetika,

Embraco Slovakia, Slovak Telekom, Národná diaľničná spoločnosť, U. S. Steel Košice, Thorma výroba, Tatra banka, ČSOB Poistovňa, Lidl SR, Intersport, Personel Efekt, Prešovský samosprávny kraj (Prešov Region), RPIC Prešov and many more.

She started her career as an engineer in furniture manufacturing. Then she was a secondary school teacher and she taught Furniture Manufacturing Process. In 1994 she started her own business. She was a co-founder and manager of investment funds, she worked in daily Hospodárske noviny, she was a founder and CEO of personal agency Personel Efekt, consulting and coaching firm HQ Team and non-profit association in the area of education HR Development.

As a coach she mostly works with teams or individuals on setting strategic goals in strengthening key competencies and their engagement for meeting the goals especially in people who want to achieve a change in their career and personal life. She is a member of the International Coach Federation (ICF) and Slovak Coach Association (SAKO).





**Amrop** Jeneweine

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