

Short biography of authors

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Magdalena Dobosz

Magdalena Dobosz is a coach, blogger and the interviewer of M:A:D leaders (Making:A:Difference). She incorporates transformative drawing, kinaesthetic metaphors and motivational interviewing to promote and raise the awareness of servant leadership worldwide. Accredited with the Association for Coaching, studies MBA at University of Sunderland in London.

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Lillith Olsen Løkken

Lillith Olesen Løkken, psychologist from Aalborg University where she is now working as a scientific assistant. She followed the coaching psychology graduate program at Aalborg University. She is part of the Coaching Psychology research Unit and has participated as a research assistant on several studies on coaching psychology, e.g. a study concerning the possible influence of a coaching intervention on first year students wellbeing. Her research interest is mainly rooted in qualitative studies, which has led to a participation in a number of publications concerning personality psychology, developmental psychology and especially coaching psychology.

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Almuth McDowall

After a successful career in health and fitness, as a personal instructor working primarily with performing artists, Almuth retrained in psychology. Having started her career in practice as a senior consultant for the Psychometrics Centre (City University London) and then moving to the University of Surrey, she now holds an academic post at Birkbeck University of London, where she is Course Director for the MSc in Human Resource Development and a visiting Senior Lecturer at City University London. She is currently undertaking research focused on tangible practical outcomes for the Chartered Institute of Personnel and Development (CIPD) on executive rewards and a project funded by the Ministry of Defence. She is also professional advisor to a number of organisations in her academic capacity. Her qualifications include a PhD in organisational psychology, fellowship of the higher education academy, coaching certificates, chartered status with her professional body and registration with the Health and Social Care Professions Council.

Almuth continues her practice as an independent consultant across the public and private sector. Being widely published in academic and popular publications, her research has been featured in the press, including Grazia Magazine, the Financial Times and the Sunday Times, and she regularly speaks on national and regional radio as well as on TV. Almuth's particular interests include working with emergency services and the financial sector, and the development of work-life balance selfmanagement competence; as a full-time working mother of three girls she is passionate about helping individuals and organisations juggle work and everything else as effectively as possible. She is particularly versed in developing bespoke activities, including training, assessment and coaching programmes, and is a sought after assessor for top level executive profiling. Passionate about the value which psychology brings to the workplace, she is also a British Psychological Society accredited assessor and regularly trains practitioners and students in psychometric assessment. As a previous chair of her professional association, she has also been leading the revision of national standards for the training and professional development of occupational psychology in the UK.

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Alanna J O'Broin

Dr Alanna O'Broin PhD is a Chartered Psychologist and holds a PhD from City University London, UK. She is also an accredited member of the International Society for Coaching Psychology.

Previously an investment analyst and Fund Manager for Investment capital group 3i, Alanna is a

practicing coaching psychologist, working primarily with executives in achieving their developmental and performance goals. She also runs a small therapy practice.

Her doctoral research was on the coaching relationship, and she has authored and co-authored a number of book chapters and peer-reviewed articles on the coaching relationship and related topics, including parallels between sport psychology and coaching psychology. Alanna was Co-Editor of An International Journal of Theory, Research and Practice, a Consulting Editor of The Coaching Psychologist between 2013 and January 2016, is a member of the Editorial Board of the Annual Review of High Performance Coaching and Consulting.

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Ole Michael Spaten

Dr Ole Michael Spaten, PhD., Cpsychol, AFISCP, MISCPAccred, Accred Supervisor, Associate Professor, Director Coaching Psychology research Unit. Ole is a chartered psychologist with a particular area of expertise in coaching psychology and team-building. Ole is both an Academic and Practitioner with 20 years of experience as an organizational consultant and as a teacher and researcher attached to the universities in Roskilde, Copenhagen and Aalborg in Denmark.

At Aalborg University, Dept. of Communication and Psychology, he founded in 2007 the first Danish coaching psychology education and is Director of the Coaching Psychology research Unit. In 2010 he conducted the first Randomized Control Trial in Scandinavia evaluating the effectiveness of a brief cognitive behavioral coaching applied to first year university psychology students.

At psychology Ole leads the coaching psychology graduate program for master psychology students, supervises and teaches clinical skills. At the psychology Department he is Head of Studies and is the founding editor-in-chief of the Danish Journal of Coaching Psychology.

His research interests are related to self and identity, social learning and experience based processes in coaching psychology.

Ole is supervisor, accredited member, and Honorary Vice President of the International Society of Coaching Psychology.

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David R. Tee

David R. Tee is a Chartered Psychologist, academic, researcher and coach. He works as a Senior Lecturer in Occupational Psychology at the University of South Wales, following a business career as a manager within large organisations. His PhD research is focusing on client traits that may predict coaching outcome variance.

Contact



Dr Yi-Ling Lai University of Portsmouth, Business School Centre for Strategy and Leadership Yi-ling.lai@port.ac.uk

Yi-Ling Lai Biography

I joined Portsmouth Business School as a Lecturer in Organisation Studies & Human Resource Management in January 2016. I completed my PhD in Occupational Psychology in University of Surrey and MA in HRD and Consulting in Lancaster University before joining PBS. I also had several years' consultancy experience in talent management and leadership development in a global management consulting firm.

Research

My research interest mainly focuses on HRD strategies and talent management, particularly how to enhance motivation and positive behavioural change through organisational learning activities and leadership development. I was fascinated by coaching methodology which focuses on personal growth and change through a facilitation and opendialogue process. My doctoral research identified and examined attributes / behavioural indicators for coaching practitioners to enhance coaching relationship and outcomes. I am interested in applying coaching interventions to leadership and positive behavioural change in the organisations toward business performance improvement.