



# Coach / Trainer

*Christiana Mitcheva-van Waveren Hogervorst, MSc, MA*

Business- and Executive Coach,  
Organizational Psychologist, Supervisor, Trainer  
Team- and Organizational Development, Transformation  
Associate Partner of Lighthouse Organizational Development

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## Main focus:

- Business- and Executive Coaching (1:1 & Team Setting)
- Marshall Goldsmith Stakeholder Centered Executive Coaching
- Transformation / Change in Organizations / Change Leadership
- New Work (agile, cross-functional, lateral, etc.)
- Team Coaching and Team Development (on-site, virtual, mixed)
- High Performing Teams, Team Communication, Team effectiveness, Team Dynamics
- Stress- and Conflict Management, Conflict resolution and Crisis, Supervision, Stakeholder Management, Executive Sparring, Appearance, Effect, Attitude, etc.

## Experience

- Over 10 years of expertise in Team Transformations, Business- and Executive Coaching, Organizational development and Change, Stakeholder Management, working with start-ups, SMEs, as well as large corporations, covering inter alia the following sectors: financial services, energy, telecommunications, non-profit, high-tech companies, food & beverages, etc.
- Over 13 years of expertise in the financial services industry, working in international banks, supporting clients with their strategic- and financial needs
- Management Consulting Experience related to Innovation and Digitalization

## Education

- Master of Science (MSc) – in economics and business administration (Bulgaria / Germany / Austria)
- Master of Arts (MA) – Business- and Organizational Psychology, Danube University Krems, Austria
- Business Coach – systems approach (ICF / ACC)
- Marshall Goldsmith Stakeholder Centered Executive Coaching
- Supervision (ÖVS)
- Columbia Business School – Executive Program for Digitalization and Innovation Management
- Member of the Academy of Management, Researching on EI / EQ / EC, award (02/20) from the American Society for Business and Behavioral Sciences