

**Location:**

Italy (Milan- Rome)

Languages:

- English
- Italian
- Spanish

Areas of Expertise:

Organizational
Psychology
Leadership
Immunity to change
Mindset

**Coaching
Certifications:**

Master Certified Coach
MCC (ICF)
Mentor Coach and
Supervision (ICF)
2017

Other Qualifications:

- Telos Leadership
team Associates
- Mindgym
Facilitator
- HOGAN®
- MBTI®

Education:

- Psychology Degree
- Law Degree

Research Areas:

- Performative
Leadership©
- Job Crafting©
- Warm Cognition
- Learn-ability
- Coach-ability

Francesca Romana Vender Why is resonant leadership so rare?

Focus of Work Experience

I am team trainer, facilitator and an experienced coach and shadow coach since 1993 working with Big Companies for 3000+ hours. Her focus is on combining Emotional Competencies, Immunity to Change and Intentional Change, renewing relationships and sustaining business effectiveness to support a truly resonant leadership. The best leaders move people. They engage people's hearts and minds and help direct energy, individually and collectively, toward a desired outcome. She has a strong background in O.B. Organisational Behaviour for leadership development. She began in 1992 Rome, then moved to Brussels and Milan in 1999 where she is currently based, working in coaching (focusing on all levels of leadership), facilitation (of teams and leadership cohorts) and consulting (organisation and leadership development).

Since 2008 I have been working freelance with individuals, teams and groups of people, to create exceptional results through increased awareness, enhanced capabilities and increased personal impact. She worked for 15 years as a training manager and senior consultant in Cefriel Politecnico di Milano where the Education Lab was Instructional Design. The process consists broadly of determining the state and needs of the learners, defining the end goal of instruction, and creating some "intervention" to assist in the transition. The outcome of this instruction may be directly observable and scientifically measured or completely hidden and assumed. This involved the continuous interaction with the industrial partners, HR staff, Academic and Research Bodies.

I wrote for many publications and she is also in the faculty of School of Management Business School – Milan since 2008 and LUISS Business School– since 2017.

My clients enjoy her training, team coaching and individual coaching approach as it is very focused on practical problem-solving combined with emotional-intelligence and competence. The approach she uses helps people to have a basis for inspiration, to explore their own leadership, engage in dialogue and challenge others, and create new conditions to manage their changes.

Qualifications and Affiliations

- Ordine Psicologi Lombardia 2021
- Practitioner Mapping Mind (Tony Buzan) 2020
- Certified Digital CoachHub Berlin 2019
- Mentor Coach and Supervision 2018
- MCC Mastering Certified Coach®, ICF 2018
- Master Management Costellation, 2019
- BTS Business Training System Uk 2017
- Hogan Assessment Systems, UK London 2016
- Mind Gym team coach, UK London 2016
- Immunity to Change® Harvard, Boston USA 2015
- Associate, Teleos Leadership Institute Philadelphia 2014
- Voice dialogue®, Inner Team con Franca Errani Italy 2014
- Immunity To Change®, Robert Kegan, Lisa Lahey Harvard 2014
- Shadow Coaching®, Donna Karlin supervision 2013
- Associate at Coach in a Box, Coaching UK supervision 2013
- Expert in EC Commission, Education and Culture DG 1997 - 2012

Awards:

- Society Coaching Psychology International Uk
- Fellow ELIS Scuola di Formazione Superiore Roma

Bibliography:

Csikszentmihályi; Gardner; Goleman, Shein, Bandura, Covey, Whitmore, Prof. Kegan e Lashely; Annie McKee; Roberto Assagioli; Richard Boyatzis; Jaques Lacan; Massimo Recalcati; J. Austin.

Speaker:

- SDA Bocconi 2020
- Gruppo Hera 2020
- Society Coaching Psychology 2020

- Accreditation leadership, influencing tactics, Lore International Institute - Korn/Ferry International Los Angeles 2006

[Performative Leadership© Founder 2018](#)

I want to propose a new psychological coaching process, which prepares people and group team to enhance their performative leadership. This process works with the client on the intention, starting with the language act ("doing things with words" J. Austin). Groups and individuals almost always arrive in session with a goal. But do they really want it? The concepts of intention and attention are like a 'bow and arrow', in our lives, which can potentially be developed, through coaching, as a form of quantum activism - as proposed by the work of Prof G. Pagliaro. The coaching setting is the starting point where inner leadership intention and attention can be harmonized and aligned to enhance the coaches profound, unconscious desires and sense of purpose.

The methodology is based on the creation of a Laboratory where hemispherical synchronization, cardiac coherence, neurosensory focus, attentive visualization, self-observation, along with traditional coaching practices that create partnerships such as deep listening, questions, feedback, will lead the customer to master "the field" and the power of intention to achieve their results. The Results are gained when:

- Language becoming action
- Feeling become attention
- Intention becoming direction

It is predicted that the list of findings that the coachees can achieve will include:

- Observations about their psychological change;
- Catching up emotions in the body and be able to link feeling to their real intentions;
- Linking up emotions with intentions and be able to focus them with own values system;
- Becoming a promoter of ecological leadership behaviour.

[La Bottega Italiana del Coaching© 2020 Founder](#)

During the 2020 in Covid-19 period I discovered a path that has its roots in the Renaissance workshop. To be part of a community where there are reputed Masters in the art of coaching with the hope of being able to apply these learnings in any field one deems necessary. To contribute with one's own specificity to a learning community that has generative exchange as its goal. People who seek experiences of sustainable transformative development and who apply in their own conversations coaching methodologies for the development of their own potential and that of the people with whom they relate. At last, create a community where discover their own coaching skills without being a coach, and use them to influence their own work and personal contexts.

[Civil Service](#). I am a Team Leader progetto "Liberi Dentro" ex art.17 since 2018 Prison San Vittore e Maresciallo di Cataldo – Milano. It is involving 40 + volunteers and more than 150 prisoners as a whole