



Dr. Katharina BALAZS

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Dr. Katharina Balazs is an Professor within the Management Department at the European School of Management (ESCP) in Paris, France, where she is actively engaged in executive development, teaching, and scholarly research. She also leads her own executive development and coaching practice, where she partners with top-tier executives worldwide. In addition, Dr. Balazs facilitates the Phoenix Encounter, guiding C-suite leaders in rethinking and disrupting their business strategies to ensure the long-term resilience of their organizations. Her expertise spans leadership, leadership communication, executive presence, women in leadership, board dynamics, and the development of diverse high-performance teams. Katharina Balazs is dedicated to helping executives realize their full potential and optimize their performance, thereby driving strategic value at the C-suite level.

Before transitioning into leadership development, Katharina Balazs had an extensive career as a strategic consultant in Scandinavia and Eastern Europe, with a specialization in cultural and cross-cultural issues in international mergers and acquisitions (M&As).

With an academic background in both humanities and business administration, Dr. Balazs holds a PhD from HEC Paris, an MBA, an MSc, and an Executive Master's degree in Coaching and Consulting for Change (EMCCC) from INSEAD. She is the author and co-author of numerous books, scientific articles, case studies, and research papers on leadership, leadership communication, executive coaching, organizational excellence, downsizing, and organizational transformation.

Of Hungarian and Austrian descent, Dr. Balazs is a citizen of Sweden and has been based in France since 1993, with a global practice. She is a member of the American Psychological Association (APA) and the International Society for the Psychoanalytic Study of Organizations (ISPSO), as well as a Certified Advisory Board Member at Sciences Po/IFA Paris.

Dr. Balazs is fluent in English, French, German, Swedish, and Hungarian. Her areas of expertise include:

- Leadership Communication and Executive Presence
- Women in Leadership Positions
- Development of Diverse, High-Performance Top Team
- Business Strategy Disruption (The Phoenix Encounter)
- Organizational Culture
- Board Dynamics