



## KETS DE VRIES INSTITUTE

### **ALICIA CHEAK**

Alicia is a research associate at KDVI working on a number of research and instruments-related projects.

She conducts in-depth analyses of each of the tools, including thematic analyses, to provide more nuanced interpretations of the feedback results.

She also works on creating new tools and content, such as an immersive multi-party simulation and diagnostic frameworks. She is co-facilitator of Diagnosing and Initiating Change (D&IC), an open enrolment programme focused on a systemic way of diagnosing leadership effectiveness within organizations.



Alicia was a researcher at INSEAD, a global MBA school in France, from 2005-2018, working on a number of leadership-related projects. These include the design of leadership assessment tools, research on top management teams and a number of European Commission projects focused on technology and innovation.

Back in the United States, Alicia served as a researcher at the Centre for the Study of Evaluation at UCLA's National Centre for Research on Evaluation, Standards and Student Testing, in Los Angeles, California. Principal research activities included the development of a number of technology-based software to support learning and problem solving, as well as the development of evaluation tools to measure different learning outcomes.

Alicia holds a M.A. in Education and a B.A. in English and Psychology from the University of California, Los Angeles.