



Alicia Cheak - France & USA

Alicia Cheak plays a critical role at KDVI. She drives KDVI research and instruments-related projects and provides teaching and mentorship to other senior practitioners who are drawn to the KDVI approach.

The aim of the KDVI research group is to synthesise current theory and research, as well as develop original theories and interventions in the field of psychodynamic systemic approaches to leadership development and organisational transformation. Specifically, the research team:

- Develops new ideas and research projects
- Writes, formulates and publishes thought/research pieces
- Designs interventions, including instruments and programmes
- Provides teaching, supervision and training

In her day-to-day work at KDVI, Alicia 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.

Alicia designs and facilitates various KDVI open enrolment programmes:

- GELM® Certification - 360-feedback leadership diagnosis and development.
- OCA™ Culture & Change Masterclass - a framework to foster healthy, high performing organisational cultures.
- Family Business Advisor Masterclass.

Previous to her work at KDVI, Alicia was a researcher at INSEAD, from 2005-2018, where she worked on a variety of leadership-related projects. These included the design of leadership assessment tools, qualitative research of top management teams and European Commission projects focused on technology and innovation. She has co-authored several articles on systems psychodynamics approach and leadership. 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 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.