

An abstract graphic on the right side of the slide. It features a grid of colored squares in shades of orange, red, and brown. Below this grid is a large, stylized 'U' shape that is filled with a gradient of blue and teal colors.

Application

Member of the Ethics Committee of the EASC

Nadia Altenpohl

Systemic Business Coach in
training @ Intelligent Change
Solutions GmbH

About me



Hi, I'm Nadia



Diploma in Business Administration, completed studies at the Baden-Württemberg Cooperative State University



More than 15 years of experience in the development and marketing of Learning & Development and Business Coaching services



DE&I Strategist & Consultant (trained at Cambridge University Judge Business School)



Certified Diversity Trainer (trained at the Diversity Academy)



Systemic Business Coach in training at Intelligent Change Solutions (until 12/2024), certification by EASC expected in 04/2025

My Motivation

Why do I want to engage in the Ethics Committee of the EASC?

People are increasingly facing simultaneous challenges and crises; change has become the new constant. Showing and experiencing humanity is a form of stability that finds space in the profound relationship between coach and client.

Clients must be able to rely on being guided by well-trained coaches who act with integrity and do not exploit their situation to create dependencies or manipulate their thinking, feelings, and behaviour. Likewise, aspiring coaches must trust that training institutes adhere to ethical principles and are not influenced by questionable or extreme ideologies.

These are key ethical issues that I want to help address within the Ethics Committee to contribute to the professionalization of the coaching field, particularly in the training and development of coaches.

— My engagement

How do I want to contribute?

In the Ethics Committee, I aim to contribute to the development of clear, transparent guidelines that will guide both coaches and training institutes while helping to safeguard democratic values in Europe. These guidelines should foster trust among organizations and clients while also addressing aspects of diversity.

Furthermore, I am committed to ensuring fair and equitable access to coaching for all. Currently, coaching is often a privilege that not everyone can access – whether for financial reasons or due to physical or psychological barriers. I'm interested in working with the Ethics Committee to discover ways to make coaching accessible to those who require it the most, including those in non-profit entities.

A particular focus for me is the reflection on our own biases, which we all carry, and how these can be more consciously addressed in the training and development of coaches.

— My experience

What experience do I bring regarding ethical issues?

As a Democrat and a diversity expert, I have been deeply involved, both professionally and personally, in how we can reduce prejudice and recognize different lived realities.

In my future role as a business coach, I will continue to deepen this knowledge. For me, ethics in coaching and in the training and development of coaches means supporting people in a fair and inclusive manner and taking their lived realities into account – this is the value I bring to my work and what I wish to contribute to the Ethics Committee.

I look forward to connecting with you!



**NADIA
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