



EQUILIBRIUM

Powered by BCC

15th Edition of the Mentoring Programme for Women
2025/2026



British Chamber of Commerce
in the Slovak Republic



**Dream
Dare
Share**

Patronage

ČESKÁ S
spořitelna

Under the Auspices of



British Embassy
Prague



Welcome to the 15th Edition of the Equilibrium Mentoring Programme

Pavel Fara

Dear Mentors, Dear Mentees,

It is a great honour for me to address you for the first time as the Managing Director of the British Chamber of Commerce. While new to this position, I have been part of the Chamber for many years. My very first project was organising the Equilibrium Alumni Conference, and since then Equilibrium has always held a special place in my heart. When the programme was founded 15 years ago, it began with only a few individuals. Today, more than 150 mentoring pairs are taking part. However, our goal has never been to be the largest programme in numbers. Our focus has always been, and will always remain, the quality.

The Chamber created Equilibrium to enrich the business community with values that have been, at the time of founding the programme, overlooked by the society. One of the most traditional British values is equal opportunity - a principle that continues to guide us. Through Equilibrium, we are proud to bring international best practices into the business environment and to drive meaningful change.

We are honoured to have leading experts in mentoring involved, as well as partner companies whose commitment to mentoring and supporting women in business is part of their DNA. Equilibrium is the flagship of the Chamber's CSR activities, and we are proud of the role it plays in strengthening our community. Its success would not be possible without the generous support of the Steering Committee and many others who dedicate their time and expertise to the programme development. I extend my heartfelt thanks to all of them.

My gratitude also goes to the British Embassy in Prague, to His Excellency Matt Field, and to all our partners whose support has been essential. As we celebrate 15 years of Equilibrium, we look not only to the achievements of the past but also to the opportunities of the future. Together, we are building a community that values openness, diversity, and support.

Dream, Dare, Share

Yours

Pavel Fara

Managing Director, British Chamber of Commerce in the Czech Republic



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A Word from Matt Field OBE

It is an honour once again to support the BCC Equilibrium programme. The British Chamber of Commerce is known and respected for its energy, vision, and ability to connect people and businesses in meaningful ways. This programme is a shining example of how the Chamber turns values into action: investing in people, strengthening leadership, and promoting inclusion in the workplace.

In my own career, I have been fortunate to learn both as a mentor and as a mentee. Those experiences showed me how powerful it is when knowledge, encouragement, and different perspectives are shared across generations and sectors. Equilibrium captures that spirit perfectly - creating space where experience meets ambition, and where both sides come away stronger.

I look forward to seeing this year's participants grow, inspire one another, and continue to shape the future of business in Czechia and beyond. Best of luck to all involved! Hodně štěstí!

Matt Field OBE

British Ambassador to the Czech Republic



A Word from Alexandra Ilková

As the new Senior Programme Manager of the British Chamber of Commerce, I am honoured to lead a programme that has been empowering women in their professional and personal growth for fifteen years. Over this time, Equilibrium has reached record numbers of participants and mentors, a testament to the lasting impact and value of this initiative. Our programme continues to foster connections, inspire development, and contribute to greater diversity and balance in the business community in the Czech Republic.

In my new role, I am committed to maintaining the programme's stability and quality while building on its strong foundation. I look forward to supporting our participants and mentors, strengthening this vibrant community, and ensuring that the programme remains an inspiring, impactful, and trusted resource for women seeking guidance and growth in their careers.

Looking ahead, we aim to further expand opportunities for mentorship, knowledge-sharing, and professional development. Together with the Steering Committee and the leadership of the Chamber, I will continue to create a supportive environment where women can thrive, lead, and shape the future of business with confidence and resilience.

Alexandra Ilková

Senior Programme Manager at the British Chamber of Commerce in the Czech Republic



Programme

Calendar – Events

25/9	Opening Session & Alumni Community Gathering
26/9	Mentees Essentials at the British Embassy (OFFLINE)
1/10	Mentees Essentials ONLINE
3/10	Mentors Essentials at Parklane Campus Úvoz (OFFLINE)
10/10	Mentors Essentials ONLINE
11/11	Workshop Session
19/11	My Story
1/12	Workshop Session
8/12	BCC Talk/ Taboo Talk
19/1	Workshop: How do I stand on my mentoring journey?
3/2	My Story
11/2	Bratislava Main Event for Slovakia (OFFLINE)
10/3	BCC Talk/Taboo Talk
25/3	Workshop Session
15/4	Panel Discussion (DEI)
28/4	Alumni Business Mixer
12/5	My Story
10/6	Workshop Session
18/6	Closing Session

**Changes to the date or programme may be made if required or upon request of the organizer.*

**Additional online or hybrid events, including live streaming for Slovakia, will be announced well in advance of the event.*

Guidance for Mentoring & FAQs

Mentoring sessions will be an opportunity to share leadership experiences, exchange business stories, stimulate insight, receive honest feedback about skills and behaviour – and overall, it is a two-way learning experience.

Mentoring themes include various topics, such as career development and job-related issues; personal development; how to move between levels in an organisation (exploring how to prepare for the next level and how to operate at that higher level); and how to balance the demands of your work and home life ('Work Life Balance').

We highly encourage pairs **to meet monthly for around two hours**. We suggest **reviewing the mentoring relationship at three-month**

intervals in order to reflect on achievements, to ensure the agenda is still relevant, and to assess the mentoring relationship. **Before the first meeting, it would be helpful to compile a summary of your career to date** (both Mentor and Mentee), **your development priorities** (Mentee), and **ideas for how your prospective Mentor can support them**. Entering the mentoring programme is a commitment on both sides, i.e. Mentee and Mentor, so as to ensure that their time is dedicated in such a way to get the most out of it.

Whatever is discussed during the mentoring sessions remains confidential and will not be shared with anyone outside the "space", which must be 100% safe.

TIPS FOR MENTEES

- ▼ **Clarify your values.**
- ▼ **Identify your work style and habits.**
- ▼ **Identify your knowledge and skills gaps, including personal, professional, and skills development.**
- ▼ **What do you want to get out of the mentoring relationship and how will this support your personal development needs?**
- ▼ **What do you want to have achieved/what should be different at the end of the programme?**
- ▼ **How to share and prioritise your objectives; what is your Personal Development Plan?**
- ▼ **Both mentor and mentee should take notes, agree on any further steps, and then review progress at the next meeting.**
- ▼ **Be prepared to discuss both successes and learning challenges.**



The 3-Stage Approach

An effective mentoring relationship has been shown to move through 3 stages. Each stage cumulatively builds on the learning from the previous one, and within each stage there are responsibilities for both the mentor and mentee.

Stage 1 – Exploration

During this stage your mentor will be using (open-ended) questioning techniques to work through the issue being discussed. You shouldn't approach the session by thinking that the mentor will simply provide the answer. The goal of the process is development as well as reflection for you, and this will only be achieved by working through the issue to make your own judgments.

To benefit fully from this stage, you must be open and honest and prepared to be challenged. You may find that some of the questions relate, for example, to your attitudes, limited beliefs, or decisions you have made, and some of the questions may be uncomfortable. However, in order to grow personally and professionally, these are issues that support you in your development.

Stage 2 – New Understanding

Having worked through the first stage, the likelihood is that some 'new understanding' will be reached about the issue being discussed. This may be a minor change in viewpoint or a major breakthrough in your thinking processes.

Regardless of the size or significance of the breakthrough, during this stage your mentor will work with you to reflect on what you have learned. This will then have an impact on any potential conclusions that may be reached.

Stage 3 – Action

If you have successfully reached a new understanding, the next stage is intended for agreeing on what actions should be taken. Again, at this point the mentor will not tell you what you need to do. However, they will work with you to identify the possible actions that will resolve the issue.

In order to be fully committed and engaged, actions that you agree upon should be recorded and then monitored through a regular review – or alternatively revisited to determine what is stopping you.

TIPS FOR MENTORS

- BUILD ON YOUR OWN EXPERIENCE

- ▽ Think about what you wish you had known prior to taking on your role.
- ▽ Who mentored you (if applicable) and what did you learn?
- ▽ Does the person you are mentoring also need coaching, direction, or support?
- ▽ Translate the unwritten rules, explain how information is shared and decisions are made in your business.
- ▽ Share and reflect on the highs and lows of your career and what you have learnt from them.
- ▽ Suggest guidelines for a successful mentoring relationship.
- ▽ Both mentor and mentee should take notes, agree on any further steps, and then review their progress at the next meeting.
- ▽ Be prepared to discuss both successes and learning challenges.
- ▽ Your relationship should be open and honest: communicating with each other does not have to be limited to formal meetings only.
- ▽ Discuss the outcomes and opportunities at the end of each meeting so as to ensure that the process works for both of you.
- ▽ Half-way process reflection is recommended.

Role of the Mentor

M	anages the relationship
E	ncourages
N	urtures
T	eaches
O	ffers mutual respect
R	esponds to the mentee's needs

FIRST MEETING - GETTING STARTED

- ▽ Plan meeting dates and commit them to your diaries in advance.
- ▽ How often do you want to meet; for how long; and where?
- ▽ Meeting in person or online, or perhaps a combination of both?
- ▽ What do you want to know about your mentor's business and past experiences, or about each other in general?
- ▽ What were the biggest achievements?



CREATING AN ALLIANCE

- ▽ **Who wanted you to be here and why?**
- ▽ **Any similar experiences?**
- ▽ **What is the purpose behind mentoring? What is the goal?**
- ▽ **What will success look like / feel like?**
- ▽ **What will be the benefit for you (the organisation?)**
- ▽ **What do you want to achieve during this first meeting?**
- ▽ **How do you see mentoring in helping you to achieve your goal?
What do you hope to get from me?**
- ▽ **Our expectations about how we work and boundaries**
- ▽ **Code of Ethics**
- ▽ **Confidentiality**
- ▽ **How do you learn?**

4 Ps

Procedure:

Meeting frequency – how often?

For how long do we meet?

Contact in between – by what means / how often? Accountability?

(follow-up / check-in)

Professional:

Role – who does what; responsibilities on both sides; professional background; and questions for the mentor.

Personal:

How we will work together. What if we don't connect? How do we introduce each other outside of Equilibrium events (during and after the programme).

Psychological:

What might get in your way? E.g. lack of confidence, boundaries, worries about handling the situation, etc.

Mentoring Guidelines

Welcome to Equilibrium! It is a pleasure to have you all on board, we are excited to spend what hopefully will be a great and inspiring year for all of us.

While many of you already have experience with mentoring, some of you might not and so I would like to share some thoughts that will hopefully prove useful and invaluable.

Some of you might choose to work together online throughout the year and yet we suggest having your first interaction face-to-face as a mentoring couple. Obviously, personal contact is critical for building rapport and trust, and to create a safe mentoring environment.

At the beginning of this journey, it is very important to get to know each other, to know what works and what does not work, deciding how you want to cooperate, how often and where you want to meet (if it is face-to-face), as well as sharing potential boundaries and what to do if you want to protect them.

Even now that we are out of the lock down mode, many of us are now working in a hybrid work space, maybe even available almost 24/7, stressed about numerous issues. Therefore I think that all of us need to do some self-reflection, learning better to understand ourselves, our needs, our preferences and what we are overwhelmed by (both Mentors and Mentees alike – e.g. this reality IS very tiring and it takes all of our energy, so self-care IS very important! So please make time for your mentoring meetings and allow yourself to be fully present and choose the format that works for both of you the best way!

Next important topic: How can we build trust? I suggest spending a little more time getting to know one another, sharing values, reflecting on how each of you start trusting someone, and what might happen if you lose trust in someone AND what must be done to regain it. Of course, I understand that there needs to be an initial level of trust to even open up in order to have that conversation, and yes, it is perfectly okay to acknowledge that building trust is a process, a journey, which is very precious and life-changing. Perhaps it could help to remember previous situations where you build trust and rapport with someone, analysing what happened specifically and why trust was established.

If you chose to have some mentoring online, you need to agree on the platform that you will be using, whether it will be Skype, Zoom, WhatsApp, Teams, etc., as well as whether you will use video or not (I highly recommend using video calls in order to be able to actually see your counterpart – while we might not be able to pick up on energy in the room, observing body language and non-verbal cues is important and invaluable to the process.

Remember, you are all providing a safe space to work in so no one will be judging each other about one's appearance or whether someone sounds/looks perfect on video! Rather, it is a chance to learn and get more comfortable with technology and reality.

Again important if you choose a hybrid set up: Since all of us spend a lot of our time on the computer these days, the idea of two-hour mentoring meetings might seem to be a very tiring and challenging reality. As everyone knows their own limits, you might want to agree **to have shorter but more frequent meetings**, not only so that you can stay more focused, but also because being in touch with each other more often could be extremely beneficial – i.e. checking in more frequently! Of course, online meetings can never substitute an actual face-to-face meeting, however, it might do us all some good to have a sounding board and to have someone who listens to us without judging and who may have a good answer for one of our many questions. Try out different possibilities and see what works for you; in this case there is no right or wrong way to do things!

I would also like to mention an approach that some mentoring pairs followed during COVID, an approach that turned out to be a lovely experience, i.e. the **pairs went for longer walks and had meaningful and inspiring conversations**. It can be extremely refreshing to meet one another in an alternative setting while essentially still being face-to-face and at the same time enjoying a more personal connection.

So I hope that I have covered some of your concerns and questions regarding mentoring. If I haven't, at least it is a good start!



Summary

1. Desire - it all begins here. Both parties have to really want to do this or it will never get off the ground and, more likely than not, it will be more harmful than helpful.

2. Chemistry - the mentor and mentee have to have chemistry. They have to 'feel good' about each other and the style in which they operate.

3. Respect - there must be a reason why these two people have been paired up and it should be based on the potential of one, and the past accomplishments of the other. Each party needs to be made aware - up front - of the other's qualifications, which will then become the foundation for growing mutual respect.

4. Trust - a trusting relationship provides the environment to be creative, to have an open mind, and to allow a deep and frank conversation that fosters change. Trust is an ongoing and evolving thing. It must be nurtured in each and every interaction. It can be as fragile as fine crystal and just as hard to repair once broken.

5. Time - if you don't have the time to dedicate to this exercise, then don't do it. It will end up hurting you both in ways that may have far-reaching consequences.

6. Ability to communicate openly - if you can't talk to each other openly, you will never be able to realise the full potential of the relationship.

7. Integrity is the cornerstone - there can be no hidden agendas or a desire to make someone a 'mini-me'. Both the mentor and mentee must be ever-so vigilant as to not betray the other's trust by (ab)using information or the relationship with the mentor or mentee in a way that is inappropriate.

8. Dedication to learning - this process teaches the mentor as much about him or herself as it does the mentee. Many times it's not a matter of providing the right answer to a question; it's more about providing the right question to answers being formed. Dedication to learning is what drives this process in its highest form.

9. Self-pace - don't rush. Everybody learns and acquires information at different speeds and in different ways. Be sensitive to each other in this area, and do what feels right. Don't be forced into an artificial timeline.

10. Have fun! This is a wonderful journey and it should be enjoyed and cherished.

Suggested Objectives For Mentees

Here is a list of suggested objectives for the programme; it is neither meant to be exhaustive nor prescriptive.

- ▽ Build wider industry knowledge
- ▽ Expand business knowledge
- ▽ Learn how to plan strategies and visions
- ▽ Raise profile within the company
- ▽ Gain feedback on own presence and profile from senior management
- ▽ Challenge own working styles/ideas
- ▽ Develop new alliances/expand network within and outside the company
- ▽ Strengthen technical skills
- ▽ Enhance awareness of differences, e.g. minorities, culture, gender, etc.
- ▽ Expand leadership skills
- ▽ Strengthen communication/interpersonal skills
- ▽ Persuading people to share the leader's ideas
- ▽ Receive candid feedback about skills, experience, and behaviour
- ▽ Implementing change or innovation and getting business done
- ▽ How to manage hierarchy

RECOMMENDED PREPARATION FOR YOUR FIRST SESSION:

It is recommended to write down your top three objectives for **2025/2026**. These goals will be based on the programme objectives above, identifying **3 SMART objectives** (i.e. Specific, Measurable, Achievable, Realistic and with Timescales), and share them with your mentor.

Your Objectives (as specific as possible, and how will you know that you have reached the objective.):

1.
2.
3.



Mentoring Guidelines

The BCC is committed to maintaining and promoting excellence as well as to providing a 100% safe space for Mentees and Mentors alike. Therefore, we want to encourage all participants to adhere to these principles and guidelines.

AS A MENTOR, I WILL,:

- ▽ Maintain the strictest levels of confidentiality with all client information, unless the release thereof is required by law and make sure my mentee understands the limits of confidentiality.
- ▽ Carefully explain and strive to ensure that, prior to or at the initial meeting, my mentee understands the nature of mentoring.
- ▽ Have a clear mentoring service agreement with my mentee before beginning the mentoring relationship and honour this agreement. The agreement shall include the roles, responsibilities and rights of all parties involved.
- ▽ Refrain from unlawful discrimination with regard to occupational activities, including age, race, gender orientation, ethnicity, sexual orientation, religion, national origin or disability.
- ▽ Strive at all times to recognize my personal issues that may impair, conflict with or interfere with my mentoring performance. I will promptly determine the action to be taken, including whether it is appropriate to suspend or terminate my mentoring relationship whenever the facts and circumstances necessitate.
- ▽ Seek to be conscious of any conflict or potential conflict of interest, openly disclose any such conflict and offer to remove myself when a conflict arises. I will set boundaries and review with stakeholders conflicts of interest that may emerge between mentoring and other role functions. (Conflict of Interest: A situation in which a participant has a private or personal interest sufficient to appear to influence the objective of his or her role in the partnership)
- ▽ Do not enter any sexual or romantic relationship with the current mentee. The same holds true for my support staff and/or assistants and thus – if needed I will take the appropriate action to address the issue or cancel the engagement in order to provide a safe environment overall.
- ▽ Respect the client's right to terminate the mentoring relationship at any point during the process, subject to the provisions of the agreement. I shall remain alert to indications that there is a shift in the value received from the coaching relationship.
- ▽ Encourage the mentee to make a change if I believe the mentee would be better served by another mentor or by another resource and suggest my client seek the services of other professionals when deemed necessary or appropriate.

SOURCE / BASED ON:

**ICF (International Coach Federation) Code of Ethics
Only to be used for the BCC Equilibrium Mentoring Programme 2025/26**

#Peer-to-Peer Groups by Kate Davenport

What is a peer-to-peer group?

With more than **300 individuals** on this year's Equilibrium programme, it can be hard to get to know other mentees and to connect on a regular basis. We have therefore decided to reintroduce the idea of peer-to-peer groups of **6-8 people**. Peer-to-peer groups present an opportunity to share experiences, challenges and strategies. They can provide a platform for learning, growth, mutual support to complement the other activities in the Equilibrium programme.

What is the expectation?

The Equilibrium Executive will assign individuals to groups. We will seek to attain a balance within the groups to assure a degree of diversity and so that you can meet mentees from different professions and walks of life. You are free to agree amongst yourselves how to organise meetings and communication, but the expectation is that **you should agree a channel of communication** e.g. a WhatsApp group and **seek to meet several times in the course of the year**, with the purpose of sharing experience, as well as learning from and supporting each other. **The groups will be led by facilitators** selected by the Executive Team to guide discussions, ensure consistent communication, and maintain regular engagement throughout the programme.

Topics of conversation

Groups often find that topics of conversation will develop organically once they have connected and 'broken the ice'. However, to get things going, here are some questions that you might like to share thoughts on, to get things going:

- ▼ **What do you enjoy about your current job?**
- ▼ **What drew you to the Equilibrium Mentoring Programme and what do you hope to get out of it?**
- ▼ **What challenges do you face in your working environment?**
- ▼ **What are your aspirations for the future?**

If you would like one of the mentees of the Equilibrium Programme to help facilitate a meeting of your group or to support a particular activity or discussion, do not hesitate to ask **Alexandra Ilková** at alexandra.ilkova@britcham.cz

Common project

Peer-to-peer groups on leadership and mentoring programmes frequently look to work together on common projects as a means to get to know each other better, learn from each others' different approaches and to give a common purpose to their meetings. If you have any ideas of a project you might undertake as part of your peer-to-peer group, don't hesitate to speak to Julie Sedláková about how the Equilibrium Executive might support this further.

Timeline

Equilibrium participants will be assigned to groups by the **end of October**. The initiative will run from **November 2025 to June 2026**, providing several months for participants to fully engage and make the most of the programme.



Steering Committee



Jan Bubeník

Jan Bubeník is the founder and Managing Partner of Bubenik Partners. He has spent the past 20 years placing expatriates as well as local C-level executives in top positions in companies in the Czech Republic and abroad. In addition to his executive search business activities, he has participated in management audits and other consulting projects for major regional corporations. Jan studied Paediatrics at the Charles University Medical School in Prague and Economics at the University of Colorado - Boulder. He is currently serving on the Boards of the YPO Gold Czech and Slovak Chapters. Jan is married and lives with his wife and four children in Prague.



Kate Davenport

Kate has been Deputy Head of Mission in Prague since October 2022. She was previously posted to Ukraine for four years as Head of Political (Political Counsellor) at the British Embassy in Kyiv. She has a background in EU work, with postings to the UK's Permanent Representation to the EU as Head of the European Parliament Section, and the British Embassy in Berlin as First Secretary. In London, she has held a number of cross-Whitehall roles, working as a senior policy advisor in the Cabinet Office European and International Issues Secretariat, and undertook a secondment to the Federal Chancellery in Berlin to support the German EU Presidency of 2007.

Prior to joining the British Civil Service, Kate worked for the European Commission as the policy lead on interprofessional social dialogue at DG Employment, having started her career in the private sector working in management for Marks and Spencer PLC. Kate speaks French, German and Ukrainian.



Kristin LaRonca Parpel

Kristin is an executive coach and leadership consultant with over 25 years of business experience. Kristin runs her own company, KLP Coaching, which offers individual coaching and team programs focused on leadership, diversity and mentoring. Prior to becoming an executive coach, Kristin spent over a decade in executive leadership roles in the advertising industry both in Prague (as GM of Wunderman) and in New York City (as Global Director of Marketing Services at Euro RSCG Worldwide).

In addition, Kristin is a steering committee member and mentor in the Equilibrium mentoring program for women (organised by the British Chamber of Commerce), as well as a mentor in the EWOB (European Women on Boards) program and an international mentor for the My Odyssey mentoring program for Women.

Kristin has also been a corporate council member for Vaclav Havel's Forum 2000 Foundation and an advisory board member for UNICEF and Anglo American University.

Kristin is the mother of 2 teenagers and is passionate about people, diversity, travelling and human rights. She loves music and dancing and is always looking for new and exciting business opportunities in emerging markets (which is exactly what the Czech Republic had to offer when she arrived in Prague in 1992).

Steering Committee



Petra Ondrušová

Petra Ondrušová lived in the USA for two years after her high school studies. After returning to the Czech Republic, she started her career in a consumer goods company in a sales position. Following that, she moved to the financial field and started studying business economics and management at the University of Economics. In 2003, she joined Citibank, focusing on premium banking in a managerial position. Later, she helped build up services for HSBC's most creditworthy clients. She has been working for Česká spořitelna since 2010. In that time, she has held a number of managerial positions, from manager of the Premier Center to director of Erste Premier. From spring 2021 she works as Chief Sustainability Officer to drive Česká spořitelna's strategy and priorities in this area.



Eva Shaw

Eva is a Partner at Good Board, and a global executive search with the experience of more than 28 years. She began her career in the London and Prague offices of a global search firm, where she specialised in Central & Eastern Europe, the Middle East and Africa. Eva has placed senior executives into a wide range of industry sectors. These include financial services, fintech, consumer finance, retail and corporate investment banking, CPG/FMCG and retail, private equity, venture capital and start-ups; steel; legal and professional services; and healthcare / pharmaceutical. She has extensive knowledge of both the EMEA and Asia Pacific regions. She has been part of the steering committee of the BCC Equilibrium programme since 2011. Eva has an Honours Degree in International Business with French and Spanish from London South Bank University. She is bilingual in English and Czech and also speaks fluent French.



Yvona Tošnerová

Yvona Tošnerová graduated from the faculty of International affairs of the University of Economics. During her professional life, she gained ACCA qualification, and Tax advisor certification.

During 20 years with KB, she held several leadership positions in Finance and Credit Risk Management. She also took some time to pursue the two most valuable projects of her life: becoming a mother of two amazing daughters. Since June 2021 she has been named Chief Risk Officer, member of the Board of Directors, at Raiffeisen Stavební spořitelna, a.s. Her scope covers all areas of risk management, legal, corporate governance and operations.



Steering Committee



Andrea Weinbergerová

Andrea Weinbergerová is a seasoned project management professional with a deep commitment to equal rights and environmental sustainability. As the Member Engagement Manager at Pride Business Forum, she helps companies create inclusive workplaces and promotes LGBTQ+ equality in alignment with the European Diversity Charter. Her focus on building strategic partnership drives collective efforts to eliminate inequality and to initiate change and equality throughout society by positive example.

Andrea also serves as Strategic Partnership Executive at Watergi, an organization dedicated to reducing the use of plastic bottles by promoting hydration stations. In this role, she leads business alliances, strategic negotiations, and delivers insights to support

the company's mission of environmental sustainability.

Andrea is a passionate hiker and long-distance runner, and a proud mother of two daughters.

Her extensive experience, along with her passion for equality and the environment, makes Andrea a valuable addition to our Steering Committee.



Adam Wojtovič

Adam is a managing partner at Eschola training agency that he co-founded in 2002. He works primarily as a coach, soft-skills trainer and psychotherapist. Besides working with individuals, he is also actively involved in running certified coaching and leadership programs in the Czech Republic, Slovakia and Austria. He not only collaborates with his clients on executive coaching, but also on life-coaching areas such as work-life balance, personal vision, motivation and communication. In 2018, he completed a five-year complex training in Solution-focused psychotherapy. In his free time he is an enthusiastic traveller, father of three (most wonderful) kids and keen amateur sailor. Adam graduated in English and Physical Training at the Palacky University in Olomouc, and studied international marketing at the University of Umea, Sweden.

Meet the BCC Equilibrium Team



Pavel Fara

Managing Director
British Chamber of Commerce
in the Czech Republic



Alexandra Ilková

Senior Programme Manager
British Chamber of Commerce
in the Czech Republic



Ivona Žitná

Executive Director
British Chamber of Commerce in
the Slovak Republic



Partners of the 15th Edition of Equilibrium MP

Patron



General Partners



Partners



Hot Line Contacts

What if....

The chemistry does not work?

One of the partners cannot be as committed to the Programme as expected?

Expectations of each other are not met?

Ground rules are not followed?

Please do not hesitate to contact us -- we need to know about the issue in order to address it in a timely manner. We are always ready to help you!

Equilibrium Hotline



Alexandra Ilková

*Senior Programme Manager
British Chamber of Commerce in the
Czech Republic*

Tel.: +420 770 105 910

Email: alexandra.ilkova@britcham.cz

Mentors/Mentees Issues



Andrea Weinbergerová

*Member Engagement Manager at Pride
Business Forum*

Tel.: +420 777 877 850

Email: andrea@pridebusinessforum.com

**Mentors/Mentees Issues and
Psychological Support**

**The EQ hotline will respond to your inquiries within 48 hours.*



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Follow us!

How to stay in touch with us?

Follow us on LinkedIn & Facebook, where we post various articles, videos or interviews. Do not hesitate and share our posts or photos from your meetings between mentor/mentee straight away!

Popular hashtags!

#EQ15

#britchamcz

#equilibrium

#dreamdareshare

#mentoringforwomen



All EQ Participants of the 15th Edition register to all BCC events for the **member prices**, except for the Members' only events.

Registration via website

We would like to ask you to register for events via our website www.bccequilibrium.cz starting **October 13th 2025**.

To see and register for our events, you need to be logged in.

Here's how to log in at www.bccequilibrium.cz for the first time:

1. Click on „Sign In.“
2. Your username is the email (personal or working email) where we sent you the pairing email. If unsure, please try to insert both.
3. The starting password for the first log in is **EQ15**.
4. In the upper right corner, click on „Edit Your Profile.“
5. Scroll down to „Account Management“ and change your password.
6. Save changes by clicking the „Update Profile“ button.

Here's how to register for an event at www.bccequilibrium.cz:

1. First, sign in using your email address and password.
2. After signing in, go to „Events“ and choose the event you want to attend.
3. Click on „Register For Event“ and fill out the registration form.

YOU ARE NOW REGISTERED!





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