



Csaba Toth

Renowned entrepreneur, researcher, coach, speaker and member of Forbes Coaches Council

Csaba Toth is the founder of ICQ Global, a multi award-winning people development organisation with over 170 licensed partners in 42 countries, providing coaches and corporate clients with innovative solutions to measure and optimise psychological safety, motivational drivers and cognitive diversity.

Csaba's biography

Csaba lost his first business because he thought speaking the same language, having common sense, lots of qualifications and good intention were enough to lead and serve people. He was wrong so he wanted to find a solution.

The result of his over 10 years of research is the multi award-winning, ICF accredited and internationally endorsed Global DISC model. It explains *what*, *how* and *why* people act, feel and think so differently and how to turn those differences into synergy. It introduces the topic of cultural intelligence using the language of the most widely-used model, DISC, to make the application as uncomplicated and practical as possible. It is now available in 40 countries through a network of over 120 licensed practitioners and the portfolio of solutions has been used by national governments, Fortune 500 organisations, European Parliament, universities and several global companies.

He holds 3 master's degrees and he is accredited in several intercultural, leadership, behavioural and [coaching](#) frameworks. He is the best-selling [author](#) of the *Uncommon Sense in Unusual Times hybrid* book published with Marshall Goldsmith.

Csaba is an entrepreneur, executive coach and keynote speaker whose presentation style is intended to make the audience think differently instead of telling them what to think. He has 15 years of experience in setting up start-ups, working with Fortune 500 companies, government agencies, entrepreneurs and certifying over 60 coaches and consultants globally.

As a member of the Forbes Coaches Council and the Harvard Business Review Advisory Board with 3 master's degrees from 3 countries, he bridges the gap between the latest business insights and their real world application.

His mission is to break down the barriers within and between people by giving them the blueprint of why people think and behave differently so they can unlock the incredible potential they have within and between each other.

Csaba Toth's Academic Background

- Executive MBA – Quantic School of Business and Technology
- MSc International Management, University of Sussex, UK (Merit), The implications of organisational learning in Eastern and Western European joint ventures.
- MA Italian Studies, University of Szeged, Hungary
- John Mattone – Intelligent Leadership certified executive master coach
- Human Synergistics – certified trainer and coach
- Sage Academy – Reinventing Entrepreneurship
- Associate partner of Hofstede Insights
- Certified CBT practitioner
- Certified Behavioural Consultant Richard Lewis
- [Communication](#) – Licensed Cross-cultural trainer
- Certified NLP practitioner
- Positive Intelligence practitioner
- Diploma in Applied Psychology – Achology

Csaba's talks

- **Cognitive [Diversity](#): The Greatest Asset Or Liability**

The only way to tackle complex problems is to harness the power of **Cognitive Diversity** and **Cultural Intelligence** in a **psychologically safe** environment.

Individuals can be very smart, but collectively blind if they are too similar. Diversity drives collective intelligence if it is done well. It is the immune system of a team, the invisible, only layer that has proven benefit in terms of performance.

This keynote speech deep dives into the lesser known, invisible forces that make or break a team. It revolves around a seemingly simple, yet, powerful question: *Can you disagree with someone without feeling that you are more or less than them?*

The answer to it determines if the different perspectives, approaches to problems and opportunities become a source of innovation or frustration.

- **21st Century Leadership**

Tomorrow always comes, but it never arrives. This is the sentiment that surrounds the leadership field. It is a constant preparation for the future while making the most of the present and learning from the past.

This keynote speech explores the 8 out of the 9 Mindset and skills needed for future leaders that are directly linked to how much they understand themselves and others.

Levelling up individual and group performance across all personalities and cultures is not based on common sense and good intention, but there is a blueprint that can make it more uncomplicated.

- **Uncommon Sense in Unusual Times**

As evolution happens under pressure, the pandemic and working from home have forced leaders to rethink their approach about diversity and inclusion. How can they make people feel valued and understood without physical contact?

Trying to fix issues by adding something to them seems logical, although removing what's creating those problems would make more sense. Subtraction is harder than addition. Learning is much easier than unlearning.

Growth mindset works. No doubt about it. If you have it. Can you actually teach or learn it? The

assumption is yes, research shows no, it is more complicated than that. What if the highest level of growth is when you stop wasting time and energy due to friction with people who think and behave differently or friction with yourself? 60-80% of all problems in a company stem from those 2 reasons.

This keynote speech is going to bring science and some surprising insights, techniques and strategies to unlock potential within and between people.

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