



## Unlocking Leadership Excellence:

### Get to Know Our Coaches, Embrace Their Wisdom, Feel the Impact

#### Empowering Transformation: Meet **Uravi**

##### Your Guide to Leadership Excellence



Uravi Raichandani, our esteemed ACC-certified coach recognized by the International Coach Federation (ICF), isn't just passionate - her passion is contagious.

With over 600 coaching conversations under her belt, she's guided 60+ entrepreneurs, executives, and expatriates across industries empowering them to shift their mindsets, gain confidence, clarity, and strategic behavioral insight to lead with authority. Uravi is a master of unlocking individual potential, utilizing tools like 16pf and Gallup Strengths to propel leaders towards their career, life, and business goals.



#### Catalyzing Growth: Meet **Sudhir**

##### Your Architect of Professional Triumph

Sudhir Kulkarni, our seasoned CFI certified executive coach revered by the Coaching Foundation Of India (CFI), is known for sculpting success stories from the ground up through his expertise

With a track record of guiding 155+ business executives across hierarchies and accumulating 48+ years of experience across diverse industries, Sudhir's approachable demeanor and calm presence distinguish his coaching sessions from norms. His coaching philosophy revolves around a Coachee-Centered Approach, emphasizing empowerment and self-belief to align individual goals with organizational needs, fostering behavioral and leadership development, cultivating the best version of each coachee.



**Let's dive into insights from our coach, Uravi Raichandani, as she unveils three leadership challenges of 2024 and expert advice on conquering them via Executive Coaching!**

## **1 Delegation Dilemma - Empowering Teams for Success**

Imagine delegating tasks and having your team thrive, not just survive. Research reveals a stark reality - only 33% of managers are seen as effective delegators! Delegation is about trust and empowerment, not micromanagement. Executive coaching equips leaders to delegate effectively, build trust, and empower their teams to reach new heights.

In my experience, executive coaching emerges as the solution, as it helps leaders learn to trust their team members, effectively communicate their needs, and delegate tasks based on strengths and capabilities. We, as coaches, guide leaders in developing their team's skills through feedback, and development opportunities, empowering them to take on higher responsibilities.

## **2 Unlocking Team motivation and engagement**

A Gallup study reveals a critical link: highly motivated teams are 17% more productive. But how do you truly motivate your team? Many leaders struggle to understand what drives their people. Executive coaching helps leaders discover the intrinsic motivators that fuel each team member.

Coaching provides leaders with the tools to:

- Uncover the unique motivators of each team member.
- Align tasks with these motivators, fostering a sense of value and enhanced performance.
- Create a culture of appreciation, leading to increased job satisfaction.

## **3 Self-awareness = Team awareness**

Research reveals, while 85% of individuals believe they are self-aware, only 10-15% truly are. This disparity underscores the need of self-discovery in fostering team awareness—aligning individual traits, values, and goals with overarching company objectives.

Executive coaching, being a tailored intervention, equips individuals with tools and guidance to engage in self-reflection exercises for deeper self-discovery, utilizes psychometric assessments to gain valuable insights and helps in receiving constructive feedback to identify areas for growth. This allows leaders to gain insights into their personal-professional selves, uncovering blind spots and areas for development, setting a precedent for their teams to follow suit.

## The Power of Coaching: Testimonial speaking volumes!



Initially, a year-long coaching program seemed daunting. However, with Sudhir Kulkarni's guidance and a simplified approach, I experienced a significant behavioral shift. I now approach tasks with a renewed focus on understanding, processing, and reacting with enhanced knowledge.

Indeed this entire journey was a turning point for my career trajectory.

### **Senior Manager**

Executive Coaching Intervention  
Leading multinational pharmaceutical company



Executive coaching has been a game-changer for my leadership approach, which is even visible to my organization, peers, and subordinates. My coach, Sudhir Kulkarni's patience, calm demeanor and attentive listening left me highly satisfied. I would easily rate him 9 out of 10 stars.

Undoubtedly, this experience has not only helped me improve my operational methods, but also transformed my stress management and work-life balance. It's been a life-changing journey, to say the least!

### **Manager**

Executive Coaching Intervention  
Electrical Equipment Manufacturer

### **Ready to Lead with Confidence?**

With over 70 organizations revolutionized and 1500+ participants empowered, we're dedicated to your success.

**Book a consultation with our coaches today and embark on your leadership transformation journey!**