**TRANSFORMATIONAL LEADERSHIP COACH & FACILITATOR**

*"I partner with leaders and organizations to unlock infinite potential through simplicity, depth, and patience."*

**MY COACHING PHILOSOPHY**

I believe transformation happens at the intersection of **self-awareness**, **practical application**, and **systems thinking**. My approach integrates multiple modalities to create customized learning journeys that deliver measurable results through:

* **Simplicity**: Distilling complex concepts into accessible insights
* **Depth**: Creating psychological safety for meaningful exploration
* **Patience**: Honoring individual and organizational learning rhythms

**IMPACT PORTFOLIO**

**ACCENTURE SCM (2020-2023)**

**Challenge**: Bridge communication gaps between teams and clients across cultural contexts

**Approach**:

* Designed immersive learning experiences blending NLP techniques with Emotional Intelligence frameworks
* Implemented tiered coaching model for 12 leaders to cascade skills throughout organization
* Created sustainable infrastructure through Mentor-Mentee Program and Communication Club

**Measurable Impact**:

* Enhanced client delivery effectiveness for 1,500+ employees across Indian and European divisions
* Improved presentation clarity and negotiation outcomes (client testimonial)
* Established self-sustaining "Growth Alliances" that continued beyond formal engagement

*"Monika provided practical strategies for adapting communication styles to different client needs, fostering trust and collaboration. Her commitment extended beyond sessions, offering ongoing support to ensure lasting results."* —**Samina Cooper, VP, Intelligent Delivery Operations**

**Accenture WORLDWIDE**

**Challenge**: Address talent gaps at middle/senior leadership levels

**Approach**:

* Applied psychometric assessments to identify developmental patterns
* Created individualized coaching pathways aligned with organizational objectives

**Measurable Impact**:

* Accelerated leadership readiness, enabling succession planning
* Strengthened talent pipeline for sustained organizational growth

*"She speaks her mind, clarifies problem statements and builds alignments to deliver goals at individual and organizational levels. Her capabilities are suitable for masses as well as mentoring high-performance talent."* —**Shekhar Tiwari, Global Lead, Managed Services**

**DISTINCTIVE METHODOLOGY**

**THE "INFINITE POTENTIAL" FRAMEWORK**

My proprietary approach combines **systems thinking** with **multi-modality delivery** to create transformational learning experiences:

1. **Deep Understanding** — Immersive needs assessment to identify organizational culture and learning requirements
2. **Customized Design** — Integration of appropriate modalities based on specific objectives:
   * Classroom Training
   * Experiential Facilitation
   * Outbound Programs
   * Virtual Platforms
   * Assessment Centers
   * One-on-One Coaching
3. **Practical Application** — Real-time solutions with immediate implementation potential
4. **Sustainable Integration** — Creation of supporting structures for ongoing growth

**CORE EXPERTISE AREAS**

* **Leadership Development** (Self-Leadership, EQ, Decision-Making)
* **Communication Excellence** (Negotiation, Influence, Personal Branding)
* **Team Enhancement** (Building Cohesion, Interpersonal Effectiveness)
* **Organizational Transformation** (Large Scale Interventions, Culture Building)

**FACILITATION EXCELLENCE**

**Workshops Facilitated**: 500+  
**Individuals Impacted**: 10,000+  
**Coaching Hours**: 500+

**Distinctive Approach**:

* Integration of theater and drama techniques for experiential learning
* Balance of thought-provoking depth with light-hearted engagement
* Adaptation to evolving industry needs and generational shifts

*"Her ability to reinvent herself with regards to both Coaching & Facilitating is what defines her in the space of Executive & Leadership Coaching. She brings a wealth of knowledge that adds immense value to organizations focused on creating a culture of Transformation & Innovation."* —**Reena Fernandes, Senior Manager, AI & Digital Engagement, Amazon**

**SELECT CLIENT PORTFOLIO**

**Corporate**: Accenture, Deloitte, Hindustan Unilever, Raymond, L'Oreal, GEP  
**Public Sector**: BPCL, National Academy of Indian Railways, IAS & IRS Officials  
**Hospitality**: Hilton Hotels, Starwood Hotels  
**Retail & Fashion**: Bestseller, Jack & Jones, ONLY, Vero Moda  
**Media & Technology**: Sony TV, Cap Gemini, Times Group, Prime Focus Media  
**Education**: Tata Institute of Social Sciences, WE School

**CREDENTIALS**

**Academic**:

* MBA (Finance)

**Coaching & Assessment**:

* ICF-PCC Credential (in progress)
* Lumina Spark Certified Psychometric Assessor and Coach
* Core Transformation Coach (NLP)
* Emotional Intelligence Coach & Mentor (EI & ESAP) - EI Learning System, USA

**Facilitation**:

* Certified Facilitator (Pro-Fac)
* Certified in Large Scale Intervention Process (LSIP)
* Certified NLP Practitioner - Dr. Richard Bandler
* Certified Image Consulting Professional (ICP) - Conselle, USA
* Theater & Drama Facilitation Training

**WHOLE-PERSON PERSPECTIVE**

As an eternal learner, I approach professional and personal growth holistically. My commitment to health, meditation, and continuous learning creates a foundation for authentic coaching relationships. I bring my creative sensibilities (watercolor painting), love for meaningful conversations, and deep reading across disciplines to enrich my coaching practice.

**CONNECT WITH ME**

**Email**: kaushik.monica@gmail.com  
**Phone**: 9819613307  
**LinkedIn**: www.linkedin.com/in/monikakaushik  
**Website**: [under construction]

