



Jinny Riat

Executive Coach

Jinny is an executive coach with 15 years' experience in both developing learning interventions and coaching people across diverse verticals.

Region

Asia

Area of expertise

Conversation, and particularly 'Dialogue', as a potent tool for change has inspired Jinny to choose coaching as her profession, for it is in the coaching space that an artful conversation stands to positively impact both her and the person she is coaching.

In her coaching sessions Jinny supports clients in exploring their thinking styles, unearthing their beliefs and challenging them in a safe environment. Her work with individuals goes beyond skills enhancement or performance improvement; instead she aims to co-create a space with her clients where they can bring about true development by becoming more self-aware, safely confronting their current reality and devising authentic ways to express the new found self-awareness.

Coaching Style

Jinny is integrative in her approach as she is informed by various disciplines such as psychology, anthropology, sociology, philosophy and the latest research in Neuroscience. She adheres to a developmental process that serves as a guiding philosophy in her coaching conversations. It is an evidence-based process rooted in the science of Adult Learning and Development where she –

Asks for meaning

Whilst this allows her to develop a contextual understanding of the client's world, it offers the client, perhaps a first chance to tell their story unencumbered not only to another human being but sometimes also to themselves. This aids in undertaking some framing and reframing of the challenges and issues.

Builds a new perspective

This involves introduction of new perspectives and options that create a sense of new choices for the client. Such an exploration encourages the client to develop a holistic and a more encompassing view of not just the issues at hand but also of his/her orientation to life.

Creates a bridge

At this stage clients are enabled to move forward with a sense that their new perspectives and understanding are connected and relevant to their previously articulated reality.

Develops action

Here a plan is developed that details how new learning and perspectives will be brought forward in the client's daily functioning. Henceforth, she supports the client in carefully implementing new learning and insights and through any new challenges that this may ensue until the end of the coaching program.

Background

Jinny worked for an international training and development company operating from New Delhi, before moving to the UK where she pursued her Masters in Coaching and Development, whilst consulting and coaching across various verticals like renewable energy, pharmaceuticals, health and education.

In the UK, she coached and consulted with organizations such as AstraZeneca and Priory Healthcare. In India, she has coached teams and individuals at Vardhman (a textile manufacturing giant) and Sandhar Automotives (auto components manufacturing giant with plants in Spain and Mexico). She has developed a particular interest in coaching female leaders in India, helping them succeed professionally and flourish, personally.

Training & Qualifications

With a Bachelors in Business Administration, over a decade of experience in the corporate sector (both in

India and the UK) and a Masters in Coaching and Development (Oxford Brookes University, UK) she is ideally placed to understand the challenges of corporate life in global organisations and have the expertise to devise interventions to address them. She has been trained with Nancy Kline in the 'Time to Think' approach to coaching and facilitation. She has trained with Ernesto Spinelli in Existential Coaching.

Current Clients

Jinny currently lives in India and works as a coach for large multinationals. She has a special interest in start-up ecosystems. She is coaching co-founders of health start-ups and women entrepreneurs who are exploring start-up opportunities or are heading start-ups.

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