



Neha Kalia

Executive Coach

Neha is based in Gurgaon, India. She has worked in multinational corporations like HSBC, Genpact and American Express. She has worked with a financial services start-up and helped them design their services and processes. She is also an entrepreneur and runs a Leadership Development consultancy with her partner.

Region

Asia

Area of expertise

Coaching Style

Neha believes her role as a coach is to first provide a safe space through listening in a judgement free-way, and then to not shy away from asking the tough questions. This combination allows for the coachee to uncover new perspectives without feeling threatened. Her own work experience allows her to relate easily to the problems that coachees are encountering in their workplace and therefore enables her to put them at ease.

Special Interests

Neha is particularly keen in helping people effect change in their day to day lives. Having been a coachee herself, she has experienced first-hand the benefits of a good coaching relationship and that in large part is what motivated her to turn to coaching as a profession. She has facilitated special groups who have been

tasked with organisation wide changes to examine their assumptions and rationale and uncover previously unknown variables in implementing change initiatives. She is personally passionate about the Inclusion and Diversity movement and is using her change management and facilitation experience to help organisations in this arena.

Background

Neha has been a process excellence professional with domain expertise in the financial services industry. She has over twelve years of experience in multiple functions ranging from operations, wealth management, financial planning and customer service to process excellence and project management. In her role as a Master Black Belt with Genpact (then a GE company), she has mentored other process excellence professionals and managers. She has spent close to six years of her career in helping run large scale change management programs ranging from process changes to cultural changes to transitions to organisational changes related to acquisitions.

Training & Qualifications

Neha has gained her Master's in Business Administration from the Faculty of Management Studies (FMS), Delhi University, India. She has a Bachelor's degree in Economics also from Delhi University. She has been through multiple training programs within the financial services industry. She is also a trained Black Belt (as part of the six-sigma programme in GE companies). In coaching, Neha is currently undergoing training to get certified. She is registered as an Associate with the Association for Coaching.

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