



SUSHIL JHANGIANI

Sushil is an Associate based in Delhi, India. He is accredited by both the ICF (PCC) and EMCC (Senior Practitioner). Sushil has over 33 years of business experience, including 16 years of coaching experience. Sushil has coached executives across a wide range of geographies (Asia, Europe, and North America) and industries (manufacturing, services, offshoring, IT, consulting, banking, online and UN agencies).

Sushil has an MBA from IIM Ahmedabad and a BSc from the University of Bombay.

TESTIMONIALS

"Overall, my experience was extremely fulfilling. I have had previous professional coaching sessions, but this one particularly had a profound impact on my self-belief and self-confidence. It left me feeling energized and happy. Sushil, you make an excellent coach and I wish I had more time with you!"
- HEAD OF HR, ENGINEERING MULTINATIONAL

"My transition from an operational work function to a strategic executive role has been significantly enhanced through the time that Sushil has invested with me. I highly recommend Sushil to individuals and companies that require senior-level coaches and will continue using Sushil as my coach."
- COUNTRY BUSINESS HEAD, SERVICES MULTINATIONAL

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Senior Practitioner, EMCC ▪ Certificate in systemic team coaching, PGDM, IIM Ahmedabad ▪ BSc, University of Bombay

DIAGNOSTICS

Hogan ▪ Workplace Big5 ▪ Benchmarks 360 ▪ FIRO-B ▪ MBTI

COACHING EXPERIENCE

Sushil has coached senior leaders for over 16 years and has over 2000 hours of coaching experience. He has an MBA from the Indian Institute of Management, Ahmedabad, with coaching accreditations from both the ICF (PCC) and EMCC (Senior Practitioner). Sushil has coached senior leaders across sectors such as manufacturing, services, IT, and banking in organisations located across Asia, Europe, and North America.

COACHING STYLE AND APPROACH

Sushil believes that whilst all development must be rooted in organisational reality, it must also resonate with the individual's values and beliefs, to build leaders who are effective, yet deeply authentic. Sushil follows this approach to help leaders understand themselves deeply, appreciate organisational reality, and hence build a leadership style that is authentic and meaningful, whilst being effective and relevant.

BUSINESS EXPERIENCE

Sushil has 33 years of overall business experience across India, Europe, and the Americas, including 15 years in organisations such as Procter and Gamble and Reckitt Benckiser Group. He has a deep knowledge of business and cultures, and of working effectively in matrixed organisations. Across his career, Sushil has led multiple cross-cultural teams and successfully managed diverse stakeholders across different geographies.

AREAS OF EXPERTISE

- Team coaching - working with teams to articulate purpose, focus and culture, and moving leadership teams through culture transitions
- Group coaching
- Coaching through career and level transitions, both after a transition, or in preparation for one
- Clarifying and building the leadership brand in new C-suite leaders
- Coaching high potentials to build readiness for wider roles
- Coaching expatriates to understand differing cultures and to work effectively across these
- Articulating and implementing succession plans
- Moving leaders from effective results delivery to broader leadership, including people development and strategic thought
- Mentoring

PREVIOUS ENGAGEMENTS

- Research and Development Leadership Team, Manufacturing - coached the leadership team of seven individuals through setting up a new R&D structure and culture over a period of eight months.
- Senior Leaders, Indian Conglomerate - coached senior leaders at one of India's fastest growing conglomerates as part of a corporate leadership development program. Areas of coaching included understanding self and motivations, building a leadership brand, and working from there to build people capability and influence within and outside the organisation.
- Senior Leaders, Leading Global Healthcare & Nutrition NGO - areas of coaching included helping the leaders understand their preferred leadership style, working with them to influence stakeholders effectively, both within and outside the organisation, and building a communication style that is inclusive yet persuasive.