



PALLAVI RIDOUT

Leadership Coach, Dynamic Speaker, Facilitator

PALLAVI'S MISSION

"There is nothing more rewarding for me than helping leaders, teams and organizations reach higher level of personal excellence. My ultimate focus is to help my clients achieve powerful breakthroughs, measurable outcomes as well as pragmatic and sustainable change."

After working in corporate America for 20+ years, I exited my highly successful HR Talent Management career in order to "Lead a Life of No Regrets" enabling me to fully pursue my life's purpose for helping people become their best selves.

WHY SHOULD YOU WORK WITH ME?

Because I have been in your shoes! I have held senior global leadership positions at world class organizations such as Warner Bros. and ICANN and firsthand understand the challenges of leading teams and delivering results.

In my corporate career I have worked in a variety of global industries; Entertainment, Internet Policy Making, Oil & Gas, Legal Publishing, Food processing, Aerospace & Automotive but no matter which industry leaders and their teams often find themselves facing similar challenges when it comes to leadership, teamwork, communication and personal excellence.

I pride myself in recognizing challenges and crafting custom solutions for leaders who are at senior management level, emergent high potentials, mid-career as well as female executives.

In my 20+ year career, I have been in the trenches with global teams, worked one on one with leaders from 30+ countries and groomed them as well as their teams for excellence.

SUCCESS STORIES – Leadership Coaching

- ✓ **Passage into Senior Leadership:** Enabled a newly promoted Vice president to acclimate with the nuances of a senior leadership position by striking a balance between strategic, coordinating, and operating roles.
- ✓ **Operations to People focus:** Partnered with a division Senior Vice president to uncover, understand and re-balance their focus from operations to people, enhance their emotional intelligence awareness and achieve a turnaround in the organizational climate as well as performance of the department
- ✓ **Career growth:** Enabled a Senior Director to understand how she was perceived, adjust behaviors & secure a higher-level position

KEY AREAS OF EXPERTISE

- **Leadership Coaching**
- Executive presence
- Leadership acumen
- Management skill
- Relationship development
- Emotional intelligence
- Team interaction
- Communication effectiveness
- Change Management
- **High Impact Leadership & Team Development Programs**
- Managing teams,
- Leadership: Vision, alignment & execution
- Communication & work styles
- Team behaviors
- Productive conflict
- Emotional intelligence
- **Meeting Facilitation**
- Leadership & team retreats
- Ideation & brainstorming
- SWOT analysis
- Strategic priorities & Yearly action planning,
- Team building & effectiveness
- Vision, mission/values
- **Organizational Excellence**
- Succession planning
- Performance management
- Employee Engagement

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WORK STYLE

My work with my clients starts with establishing a foundation of trust and mutual respect. I spend significant time upfront with my clients and their sponsors understanding the different perspectives as well as the definition of success from the various parties.

I have a direct yet very personal approach to coaching and am known not only for my ability to connect with but also challenge as well as tap into what really drives an individual and their performance.

APPROACH TO COACHING

Not everyone understands the coaching process and I simplify the process by helping my clients understand the 3-step journey (customized according to individual needs) they embark with me:

1. Inside-out & Outside-in view of your Leadership: Through a 360 assessment uncover how you see yourself and how others experience you.
2. Enhance your self-awareness: Uncover your leadership & communication style, strengths, blind spots, and areas of opportunities.
3. Leading your best life as a leader – Bridge the leadership gap by co-creating an action plan for success that aligns with your as well as organizational expectations.

FUN FACTS

I am an avid world traveler and have visited 40+ countries. In 2019, as a part of the "Leading a Life of No Regrets" journey, my 9-year-old and I embarked upon an "Around the world in 80 days" trip and covered 3 continents, 13 countries and 27 cities. People, cultures and places fascinate me! I truly believe travel opens our perspective and enables us to be responsible global citizens.

CERTIFICATIONS

- International Coaching Federation, ACC
- Hogan Assessments (HPI, HDS, MVPI)
- Everything DiSC® - EQ, Conflict management
- Five Behaviors of a team
- Emotional Competence Inventory – Hay Group
- DDI-Certified Facilitator-Extraordinary Facilitators
- Prosci – Change Mgmt.

LET'S TALK

If you are ready to work on bringing the best out of you, your team or your organization, let's talk.



CONTACT INFORMATION

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