



Shampi Venkatesh



Building Corporate Identity (*Core Values, Vision, Mission and Culture*); Business Strategy and Execution; Goal Setting and Performance Management; Strategic HR and People Practices; Leadership Development and Behavioral Skills; Executive Coaching for CXO-1, Functional Heads and Senior Women Leaders



Work Experience:

Over 30 years and close to 10000 hours as a Consultant and Facilitator, with close to 200 hours of Coaching for clients.

Coach | Facilitator | Consultant

Certifications

Associate Certified Coach (ICF-ACC),
ICF ACTP (Coach for Life, USA),
Certified DiSC Trainer (WILEY-Strengthscape),
XLRI- Assessor Certification

Sectors Served

Education and Training, IT & ITES, Manufacturing, Financial and Risk Services, Security services, eCommerce, NGOs, Transport, Professional Services.

Clientele

In India - Tata Steel, Walmart, AMEX, Bharat Matrimony, Lafarge India, Chola Mandalam Risk Services, NIIT Ltd, SOS Village, RBS, Fidelity International, Sodexo, Mahindra Finance, Arvind Lifestyle, Encore Capital, IMT Ghaziabad

In East Africa - Compulynx Pvt Ltd, Coninx Industries, Securex Agencies, Modern Coast Group and Umoja Rubber

Academic Qualifications

- Executive Programs from IIM-A and ISB
- Diploma in IT Programming Mumbai
- B.Com from Mumbai University

To know more, Connect with Shampi on:



Work Specialization

- With close to 30 years of industry experience spanning education management, quality management, franchisee operations, business operations, partner engagement and Global Strategic HR at a ranked 'Great Place to Work', Shampi brings in a unique blend of **Business and HR capabilities**.
- She works with MDs/CEOs and their leadership teams of **small and medium enterprises**, on a long-term basis, to co-create their corporate identity and work with them on transformation to a professional work-space and build a culture of accountability and high performance. She plays an involved and passionate role in execution and positions herself as a mentor to the management team. She has also enabled the development of in-house capability by on-the-job mentoring and workshops in her client organizations.
- **As a Strategic HR consultant:** Connecting the People Strategy to the overall business strategy, mentoring the HR Teams to think and operate like a true business partner and become a custodian of the employees, move from doing to delivering value, set up HR Metrics that really matter and run the HR department like a business are her core contribution areas in the companies where she has worked in an advisory and consultant capacity
- **As a Coach:** Shampi is a certified ICF - ACC coach having done her coach training from Coach for Life USA and is certified for PCC level competencies by an ICF Assessor as part of her ICF-ACTP program. She coaches CXO-1, Department & Functional heads and Senior Women Leaders. She has also served on the board of the Delhi-NCR Chapter of International Coaching Federation (ICF)



Certifications

Associate Certified Coach (ICF-ACC), ICF ACTP (Coach for Life, USA),
Certified DiSC Trainer (WILEY-Strengthscape),
XLRI- Assessor Certification



Work Experience

Shampi has over 30 years of experience spanning education management, quality management, franchisee operations, business operations, partner engagement and Global Strategic HR. As the former **CPO** of NIIT Ltd, she led her company to Rank #4 as a Great Place to Work and Rank #2 in Fairness on Performance [2013]



Customers Served

- **As an Executive Coach:** Shampi has coached senior professionals from NIIT Ltd, Lafarge India, SOS Village, RBS, Fidelity International, Sodexo, Chola MSRS Murugappa Group, Compulynx Pvt Ltd (Kenya) and Modern Coast (Kenya)
- **As a Consultant :** Shampi has worked closely with Bharat Matrimony (India), Chola Mandalam Risk Services (India), Compulynx Pvt Ltd (Kenya), Coninx Industries (Kenya), Securex Agencies (East Africa), Modern Coast (Kenya) and Umoja Rubber (Kenya)
- **As a Facilitator:** Shampi has led leadership and behavioral skills programs for Tata Steel, Walmart, AMEX, Mahindra Finance, Arvind Lifestyle, Encore Capital, IMT Ghaziabad, Bharat Matrimony, Chola Mandalam Risk Services, Compulynx Pvt Ltd (Kenya), Coninx Industries (Kenya), Securex Agencies (East Africa), Modern Coast (Kenya) and Umoja Rubber (Kenya)



Academic Qualifications

Shampi has a B.Com from Mumbai University and considers NIIT Ltd as her B-School. She has also done executive programs at ISB, IIM-A and XLRI.



Persona

Shampi is known for creating **high performance teams** through inspirational leadership and has been a strong practitioner of on-the-job mentoring and coaching. With role changes every 2-3 years in her 28 years of a corporate career, **moving away from comfort zones** has been the secret of her success. She exudes positivity, gravitas and an interesting combination of **energy and serenity** at the same time. She has led large, diverse and distributed teams and always inspired them to deliver high-performance. She totally believes in leveraging the strengths of the people she works with and focusses on the positive aspects of everything, since she lives by the mantra – **'what you focus on expands'**. Her personal and professional life has been an exemplary example of defining life's moments and operating in the circles of control and influence. Shampi believes that **ownership & accountability**, hard-work and willingness to learn and innovate are the top 5 ingredients for success. She is also an active blogger on Linked In.



Awards and Recognitions

- Linked in Conscious Business Leadership Awards 2015 - Finalist – Loyalty Advocate
- Widely and frequently felicitated with various leadership awards at NIIT, including the highest level Global Leadership Award.
- Invited as a Guest Speaker at various events of NHRDN, IIM Lucknow and other institutes. Published Articles & Interviews in Economic times, Financial Chronicle & others