

Vikram Rao

Executive and Leadership Coach

Bengaluru, Karnataka · [Phone] · [Email] · [Website or LinkedIn]

PROFESSIONAL SUMMARY

ICF-credentialed executive coach with twelve years in corporate HR and seven years of independent coaching practice. Works with first-time managers and senior leaders in technology and manufacturing firms on delegation, feedback and leading through change. Designs structured coaching programmes with measurable goals and stakeholder check-ins.

SKILLS

Executive coaching · Leadership development · 360-degree feedback · Psychometric assessments · Programme design · Group coaching · Stakeholder alignment · Facilitation

EXPERIENCE

Founder and Executive Coach — independent leadership coaching practice, Bengaluru

7 years · current

- Coached over 150 leaders across 20 organisations, with most engagements running six to nine months.
- Designed a first-time manager programme for a product company, now run with five cohorts a year.
- Uses pre- and post-engagement 360-degree surveys, with most coachees showing improved ratings on agreed goals.
- Partners with HR heads to align coaching goals with business priorities and succession plans.

Head of Learning and Development — large automotive components manufacturer, Chennai

5 years

- Built a plant-level supervisor development curriculum covering communication, safety leadership and conflict handling.
- Introduced internal coaching for high-potential managers, pairing 40 managers with trained senior mentors.
- Managed an annual training budget and vendor panel across six manufacturing plants.

HR Business Partner — multinational IT services company, Bengaluru

7 years

- Supported engineering business units of up to 2,500 employees on performance reviews, retention and org design.
- Facilitated manager feedback workshops that became part of the standard new manager onboarding.
- Handled sensitive employee relations cases with discretion, coordinating closely with legal and business leaders.

EDUCATION

MBA (Human Resources) — private business school, Pune

B.Sc Psychology — state university, Mysuru

CERTIFICATIONS AND REGISTRATIONS

- Professional Certified Coach (PCC), International Coaching Federation
- Certified MBTI Practitioner
- Hogan Assessment Certification

PROJECTS

- Women in leadership circle — six-month group coaching programme for mid-level women managers at a manufacturing firm

LANGUAGES

English · Kannada · Telugu · Hindi