

Nikhil Maini



Nikhil Maini is a Leadership Development Consultant and Executive Coach with Executive Development Associates in Mumbai, India. Nikhil has a passion for working with clients who want to develop their organisation and improve performance. His specialty is supporting organisations to implement cultural change through leadership development. Nikhil was born in Mumbai, India and for over 20 years he has worked for companies in the Aviation, Telecom and Financial Sectors prior to being a specialist in Human Resources Development.

Today, Nikhil combines the best employee development and organisation development models with sound business knowledge in more than 20 industries sectors globally.

Working with Chairpersons, CEO's, Senior Management and Line Managers, Nikhil has consistently demonstrates measurable results. Enterprises both mature and start-up have received Nikhil's bottom-line driven strategies, coaching and training.

Nikhil has extensive experience in working with CXO Level Managers right through to the frontline employees of organisations. Nikhil's expertise lies in design, development, delivery and evaluation of training programs. He is a credentialed professional coach through ICF. In addition to employee development, Nikhil has led large HR Consulting Assignments ranging from Talent Management, Succession Planning, Leadership/Executive Development Programs, Executive Coaching, Competency Mapping and Assessment Centers.

As an expert in **Employee and Organisation Development**, he has worked with leading and cross sectors including:

- Aviation
- Automotive
- Banking / Finance / Insurance
- Consulting
- Realty
- FMCG
- Fashion & Retail
- Hospitality
- Education
- IT Enabled Services
- Logistics
- Manufacturing
- Media
- Power / Oil
- Pharma / Healthcare
- Telecom
- Direct-to-Home Television
- KPO

Professional Qualifications

- Master in Human Resource Development Management, NMIMS, Mumbai University
- Certified Licensed Trainer, The Coaching Clinic®, Corporate Coach U, AUS
- Certified Training Professional, ASTD
- Certified Axiologist®, Target Training International, USA
- Certified Professional Behaviour Analyst (CPBA®)

- Certified Professional Values Analyst (CPVA®)
- Accredited to work with LSI and GSI, Human Synergistics International
- Accredited to work with Organisational Culture Inventory, Human Synergistics International
- Accredited to work with Organisational Effectiveness Inventory, Human Synergistics International
- Accredited to work with Leadership Impact Assessment, Human Synergistics International
- Accredited to work with Customer Service Styles, Human Synergistics International
- Certified OPQ Analyst, SHL
- Associate Certified Coach, ICF

Nikhil is an expert in Organisational Culture Transformation and he has led projects where he has helped organisations work on their culture transformation through testing and OD initiatives. His project on leading culture change at Hutchison Telecom International (India) operations had the India team win the special award from Human Synergistics International for the fastest growing culture.

His qualification and credentials in the field of validated culture studies has made him a promising OD specialist capable of working with Individual, groups and organisations in their culture journey.