

“Leaders are all works in progress, and so am I, as we learn together on this journey”

- **Naveen Khajanchi**

Naveen Khajanchi has been an Executive Coach & Leadership Search Partner to Leaders from the corporate world and business families, helping them in transforming themselves to the needs of their current environment. He has extensive experience in Search coaching & advising, ranging from start-ups to niche consulting.



In addition to coaching & advising, he also leads a search firm that helps mid-size & large corporates in their search for leadership talent across verticals.

Naveen has more than two decades of experience in Search. His strength lies in his experience and insights across different demographics. In the process, he has met, interviewed, assessed and recommended more than 5000 high potential candidates so far; most of them have been senior managers and leaders who have been placed in key leadership positions.

Why is Executive coaching useful?

In these turbulent and rapidly changing times, past definitions of success are not necessarily the right recipes for future achievement. Many senior executives wander off the right path in the constant pressure to learn and deliver simultaneously - thus needing some coaching & guidance to get back into the groove. Coaching from an experienced professional can make a significant difference to and impact on an individual and more importantly on the organisation too. The key focus of the coaching is to enable one to shed baggage, un-learn and re-learn.

His coaching methodology draws insights from various sources but primarily hinges on his learnings from eastern wisdom. The fundamental premise of this methodology is the fact that if we know and manage ourselves well, we can set the agenda and lead well too. Hence, much of his intervention is modelled around the critical belief of managing the self. His coaching also helps executives address another fundamental leadership issue—that of transparency and trust.

Recognising that it is usually very lonely at the top, Naveen's coaching techniques help the coachee find in him someone whom s/he can discuss and brainstorm various issues and ideas with—whether it be at functional, strategic or the board level. Offering himself as a guide and a friend, Naveen tackles the underlying leadership issues of the

coachee to support them to align with the stake-holders and help them to analyse their behaviour and reinvent it.

He is currently working on Happiness, where his blogs on 'ATM for Happiness' have been globally acknowledged & acclaimed. His blog on Purposeful Purpose & Purposelessness is seen as a new direction for Corporates. His work on family business and happiness was telecasted on TV via Success Mantras.

<https://www.youtube.com/watch?v=Ej5yop6b81M>

Background and Qualifications

An alumni of INSEAD, where Naveen has completed the EMCCC (Executive Master in Consulting and Coaching for Change) course, is a B.Com (Hons) Graduate from the St Xavier's College, Kolkata. He is also a certified coach by the Stakeholder Centred Coaching by Marshall Goldsmith and has attended programmes by Marshall Goldsmith (USA) at ISB and Results Coaching Systems (Australia) through Franklin Covey, along with being a member of the Family Firm Institute (www.ffi.org). He has been listed in the Top 20 Family Business Influencers on Social Media by Family Business United.

Naveen's thoughts on leadership have also been published in his book titled *Evolutionary leadership - A Holistic Perspective*. His thesis on the Importance of Culture in Indian Family Owned Businesses is widely acclaimed. He is listed in the Top 20 Global Influencers of Family Business in Social Media by Family Business United, a UK-based firm.

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