

NIKHIL K. MAINI – PERSONAL PROFILE 2012



PROFESSIONAL

Nikhil K. Maini

Associate Certified Coach – International Coach Federation
Certified Professional Behavioral Analyst (TTI, USA)
Certified Professional Trainer (ASTD)

GENERIC INFORMATION

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 17 years he has worked for companies in the Aviation, Telecom and Financial Sectors prior to being a consultant in Human Resources.

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

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.

As part of the JP Morgan Chase HR Team, Nikhil has single-handedly set up the training academy for the India Operations working with departments like Treasury & Security Services, Forex, Equity Research and Analysis, Retail Banking Services, Information Services, Shared Services Teams, etc.

As a consultant over the last 5 years, Nikhil has worked with various Financial Sector Companies like Morgan Stanley, JP Morgan Chase, Credit Suisse, Standard Chartered, Edelweiss, Daiwa, etc.

FACTUAL INFORMATION

Nikhil has extensive experience in working with C-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. Besides employee development, Nikhil has led large HR Consulting Assignments ranging from Talent Management, Succession Planning and Leadership/Executive Development Programs, Executive Coaching, Competency Mapping and Assessment Centres, etc.

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

- Aviation
- Banking / Finance / Insurance
- ITes / KPO / BPO
- Media
- Education
- FMCG
- Manufacturing
- Telecom
- Pharma / Healthcare
- Hospitality
- Retail
- Logistics
- Power / Oil
- Automotive
- Consulting
- Direct-to-Home Television

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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®, HSI AUS
- 🕒 Accredited to work with Organisational Culture Inventory (OCI)® and Organisational Effectiveness Inventory™(OEI), HSI/UK
- 🕒 Accredited to work with Leadership Impact ©Assessment, HSI UK
- 🕒 Accredited to work with Customer Service Styles™ Survey, HSI UK
- 🕒 Certified OPQ Analyst, SHL
- 🕒 Associate Certified Coach, ICF

ADDITIONAL INFORMATION

Nikhil is an expert in Organisational Culture Transformation and he has led a few projects where he has helped organisations work on their culture transformation through testing and OD initiatives. His project on leading culture change in the 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.