

## **Dr Sangeeta Shankaran Sumesh**

CFO turned Business & Leadership Coach | ICF PCC | Harvard Business School | CA

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# **SUCCESS STORIES**

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*Leadership Transformation That Drives Business Growth*

*Enabling leaders and teams to grow on  
purpose, performance and profits.*

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01

SUCCESS STORY

MD, Technology Company

Technology • 6-Month Coaching Engagement

Industry <b>Technology</b>	Format <b>6-Month Coaching Engagement</b>	Focus <b>Leadership &amp; Business Growth</b>
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◆ THE COACHING OBJECTIVE

To deepen business acumen, sharpen leadership effectiveness, and accelerate sustainable business growth by enabling the leader to make bolder decisions, build a high-performance culture, and drive profitable outcomes with greater confidence and strategic clarity.

◆ OUTCOMES ACHIEVED

- ✓ Developed the confidence to take well-considered, strategic risks by shifting from caution to calculated decisiveness
- ✓ Built a high-performance culture grounded in transparency, trust, and shared accountability
- ✓ Identified and leveraged personal strengths while developing targeted strategies to address leadership blind spots
- ✓ Strengthened stakeholder relationships through more intentional communication and influence
- ✓ Empowered the team through structured delegation, clearer role ownership, and greater autonomy
- ✓ Adopted a more open and engaging leadership style by fostering psychological safety and team cohesion
- ✓ Developed a sharper understanding of financial drivers by connecting leadership decisions directly to business growth outcomes

*“Working with Coach Sangeeta enabled me to understand my strengths and how to overcome my weaknesses. I also learnt about building high performance teams and effective leadership, which has helped me in areas of nurturing organisational culture, increasing employee engagement, prioritisation, and delegation of tasks.”*

— **Managing Director, Technology Company**

02

SUCCESS STORY

SVP, Encora Inc

IT Services & Digital Engineering • 12 Month Coaching Engagement

Industry <b>Information Technology</b>	Format <b>12 Month Coaching Engagement</b>	Focus <b>Leadership Effectiveness &amp; Wellbeing</b>
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◆ THE COACHING OBJECTIVE

A high-performing SVP, stretched by an ever-expanding scope of responsibility, sought support to move from chronic overwhelm to purposeful, sustainable leadership by sharpening team management, reclaiming time through smarter prioritisation, and leading with greater calm and clarity.

◆ OUTCOMES ACHIEVED

- ✓ Developed stronger team communication practices by fostering clarity, alignment, and more productive working relationships across the organisation
- ✓ Mastered the art of prioritisation and delegation by focusing personal energy on high-value leadership activities while building team capability and ownership
- ✓ Cultivated a high-performance culture anchored in accountability, mutual trust, and continuous improvement
- ✓ Invested in team growth through structured training, active mentorship, and a deliberate focus on improving overall team effectiveness
- ✓ Achieved a significant and sustained reduction in anxiety levels by leading with noticeably greater composure, presence, and confidence
- ✓ Implemented a robust process to calculate the financial impact of rework by creating visibility into quality costs and driving smarter operational decisions
- ✓ Redesigned and optimised the organisational structure by improving role clarity, reducing friction, and enabling the team to perform at a higher level

*Sangeeta is a good listener. Through her insightful questioning and providing me with a non-judgmental sounding board, I was able to find answers through self-reflection and introspection. Sangeeta helped me analyse challenges, think through different approaches, and then focus on the action plan. Working with her has improved my communication skills, time management, and ability to empower and manage my team. I have become much calmer, and this has helped my productivity.” — Sonali Kochar, SVP, Encora Inc*

03

SUCCESS STORY

**Group CFO, Luthra Group**

Diversified Conglomerate • 6-Month Coaching Engagement

Industry <b>Diversified Conglomerate</b>	Format <b>6-Month Coaching Engagement</b>	Focus <b>Executive Transition &amp; Strategic Leadership</b>
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◆ **THE COACHING OBJECTIVE**

A seasoned CFO stepping into the significantly larger and more complex role of Group CFO sought coaching to navigate the transition with confidence and clarity by moving from functional financial leadership to enterprise-wide strategic influence, while building the vision, presence, and stakeholder alignment that the elevated role demanded.

◆ **OUTCOMES ACHIEVED**

- ✓ Developed bold, forward-looking growth strategies suited to the breadth and complexity of a diversified conglomerate
- ✓ Established clear personal and professional goals and built the discipline and focus to pursue them with intentionality and momentum
- ✓ Successfully aligned senior management around shared priorities, creating the cross-functional cohesion essential for group-level strategy execution
- ✓ Strengthened executive communication, presentation skills and leadership presence, conveying complex financial and strategic narratives with authority, clarity, and impact
- ✓ Defined rigorous financial performance metrics and instituted a framework for detailed, insightful analysis, enabling sharper, faster, and more confident business decisions

*“Having undergone the coaching sessions with Sangeeta has been the best professional development experience that I have ever had. It helped me to think as a visionary and sharpen my leadership skills through effective communication, strategic thought process, and a result-oriented approach. Her approach of asking the right questions and leading me towards the right answers, supported by appropriate decision-making tools, has been a game-changer.”*

— **Deepak Birjuka, Group CFO, Luthra Group**

04

SUCCESS STORY

Management Team, HPCL- Mittal Energy Limited

Manufacturing • Full-Day Group Coaching Workshop • ~40 Participants

Industry <b>Manufacturing</b>	Format <b>Full-Day Group Coaching Workshop • ~40 Participants</b>	Focus <b>Business Profitability &amp; Growth Strategy</b>
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◆ THE COACHING OBJECTIVE

A senior management team of approximately 40 leaders came together for an intensive, facilitated group coaching workshop with one clear ambition, to unlock fresh thinking, break through entrenched patterns, and generate bold, actionable ideas to meaningfully grow business profitability.

◆ OUTCOMES ACHIEVED

- ✓ 33 new, actionable profit-growth ideas generated in a single day, each grounded in real business context and ready for prioritisation and implementation
- ✓ Unlocked creative and strategic thinking across the management team, breaking through conventional perspectives that had limited growth conversations
- ✓ Built shared ownership and collective momentum around profitability, aligning the team around a common growth agenda
- ✓ Demonstrated that structured coaching facilitation could achieve in one day what years of internal discussion had not, accelerating both insight and action

*“What we could not do in years together, Dr Sangeeta has done in one day. All these new ideas were generated because of Dr Sangeeta’s workshop.”*

— **Prabh Das, Managing Director & CEO, HPCL Mittal Energy Limited (HMEL)**

05

SUCCESS STORY

**Leadership Team, Nokia**

Manufacturing • 2-Day Finance Workshop • 40 Participants

Industry <b>Manufacturing</b>	Format <b>2 Day Finance Workshop • 40 Participants</b>	Focus <b>Financial Acumen &amp; Cash Flow Management</b>
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◆ **THE COACHING OBJECTIVE**

A leadership and extended leadership team in a manufacturing organisation sought to close a critical capability gap by building the financial literacy and practical decision-making skills needed to manage cash flow confidently, make sound financial judgements, and connect everyday business decisions to bottom-line outcomes.

◆ **OUTCOMES ACHIEVED**

- ✓ Equipped the leadership and extended leadership team with a strong, practical understanding of financial concepts by demystifying finance and making it immediately relevant to their roles
- ✓ Built the confidence and capability to make sound, financially-informed business decisions by reducing dependence on finance specialists for day-to-day judgement calls
- ✓ Developed a clear, working understanding of cash flow management by enabling leaders to anticipate financial pressures and act proactively rather than reactively
- ✓ Bridged the gap between financial theory and practical business application, through real-world examples, interactive exercises, and contextualised learning
- ✓ Participants unanimously described the workshop as engaging, insightful, and one of the most enjoyable learning experiences they had encountered on a finance topic

*The session delivered by Dr Sangeeta was exceptionally well-structured, insightful, and highly engaging. It balanced simplified financial theory with practical business application. The workshop successfully strengthened financial acumen among our leadership team and the extended leadership team. Thank you once again for an impactful session.”*

— **Srinivas C, Factory Head, Nokia**

## **Ready to Elevate Your Leadership Impact?**

*If you are a CEO, CXO, or senior leader ready to close the gap between your vision and your results, then let's talk.*

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