

## Nihar Chhaya, MBA, MA, CPCC

Nihar is an executive coach with 20 years of business experience and leader development technique backed by strategic business training at the world's top institutions.

His coaching approach helps executives **leverage self-insight and interpersonal awareness** to be more effective in business and leadership. Nihar is often requested to advise leaders in the following areas:

- Successfully preparing for and transitioning to a higher level executive role
- Improving cross-functional partnerships through self-awareness and influencing strategies to achieve critical strategic goals
- Demonstrating executive presence that drives business results through effective engagement of various stakeholder audiences
- Developing personal processes to think and act strategically while ensuring execution
- Adopting new mindsets and behaviors to lead increasingly diverse and global teams

Nihar's coaching process involves **inquiry, observation and feedback** based on insight from both the leader and key stakeholders. He also integrates a high level of **business acumen** to ensure pragmatic development within corporate goals. The result is a leader who increases his/her personal **agility, adaptability and accountability** to maintain positive impact through times of volatility and uncertainty.

**A partial list of companies** where Nihar has coached leaders includes: Baker Hughes, Becton Dickinson, Dell, Devon Energy, Eli Lilly, ExxonMobil, FedEx, Hershey, Johnson & Johnson, McCann Worldgroup, Medtronic, Royal Caribbean, SAP, Shell, Target and Texas Instruments.

Representative assignments include:

- President, Global Retail Company
- VP, Finance, Global Media Company
- VP, Strategic Sourcing and Procurement, Fortune 500 Company
- VP, North America Sales, Global Research Company
- VP, Controller, Global Manufacturing Company
- General Manager, \$300M Business, Fortune 500 Company
- Director, Marketing, Fortune 500 Company
- Director, IT, Fortune 500 Company

### BUSINESS EXPERIENCE and COACHING EXPERTISE

Nihar has led teams in sales, marketing, finance and HR at several global corporations. During his career he co-founded the internal strategic planning group of a Fortune 500 company in the office of the CFO. Nihar also coached startup CEOs on organizational design in Latin America on behalf of the Endeavor organization.

While a Senior Consultant and Executive Coach at PDI (Korn/Ferry), Nihar conducted several hundred executive assessments with follow-on coaching. He has also led the talent development/HR team for a Fortune 500 company supporting a \$3B business and 3,000 employees and leaders. And as a leader at the Corporate Executive Board (CEB), Nihar gathered executive development best practices across the world's top companies, many of which he uses with coaching clients today.

An avid writer on business and leadership, Nihar's work has been featured in *Fast Company* and been quoted in the *Huffington Post*, *Monster.com* and *Business News Daily*.



### EDUCATION

#### MBA

Wharton Business School  
University of Pennsylvania

#### MA

Columbia University

#### BS

Georgetown University

### INDUSTRIES COACHED

Biotechnology  
Consumer Goods  
Internet of Things/Telecom  
Oil and Gas  
Media and Advertising  
Pharmaceuticals  
Retail  
Semiconductors  
Supply Chain/Logistics  
Technology

### FUNCTIONS

Communications  
Engineering  
Facilities/Real Estate  
Finance  
Human Resources  
IT  
Legal  
Marketing  
Product Line Management  
Procurement & Supply Chain  
Sales

### LEADER LEVELS

C-Suite, SVP, VP, Director,  
Manager and High Potentials

### ASSESSMENT & CERTIFICATIONS

- Certified Professional Coach (CPCC), Coaches Training Institute
- Hogan LEAD and Team Report
- ICF Credentialed
- Myers-Briggs (MBTI)
- Thomas-Kilmann Conflict