

# Preeti Wadekar

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choosingchoices101@gmail.com

## CAREER COACH | EXECUTIVE COACH | LEADERSHIP & ORGANIZATIONAL DEVELOPMENT CONSULTANT

- **Certified Career Coach** with GetFive, New York. **Master Career Specialist with The National Career Development Association, USA. Certified Professional Life Coach** by ICF (via American Life Coaching Academy). **Certified Everything Disc® Trainer & Facilitator. Certified Brain Based Coach**, The Neuroleadership Institute.
- **Organization Development Consultant** with experience in Behavioral Change Management & Communications, Learning & Development, Talent Management, Leadership Development, Enterprise Risk Management & Governance and Project Management with ability to work creatively in fast changing environments.
- **Strong International & Business experience:** Managed and led inter-cultural and cross-functional teams on over 25 advisory projects in **26 countries across Americas, Europe, Asia-Pacific and Africa** (to name a few - United States, China, Singapore, Hong Kong, Taiwan, Malaysia, Thailand, India, South Africa, United Kingdom, Germany, France, Mexico, Chile and Brazil).
- **MBA, Executive Program from Columbia Business School, New York** (September 2013) with a focus on Organizational Effectiveness, Leadership Development and Entrepreneurship.
- Strategic, analytical, research driven and solution-focused; MS Office Skills: PowerPoint, Excel, Word and Project.

## COACHING & LEADERSHIP DEVELOPMENT EXPERIENCE

### **CHOOSING CHOICES (New York & Mumbai)**

*Aug 2016 – Present*

#### **Founder & CEO**

*Choosing Choices (<http://www.choosingchoices.com>) is a boutique **Career, Leadership & Organizational Development firm** committed to delivering success and peak performance for individual and organizational clients through the primary format of Coaching and Leadership Education. Our focus is using science and cutting edge research from fields such as neuroscience, positive psychology, solutions-focused brief therapy and sports psychology to cause powerful insights and bring about transformation that sticks.*

#### **RETAIL CLIENTS**

- Work with clients from USA and India across multiple industries to conduct intake interviews, deliver assessments, set goals, cause powerful insights with unique line of questioning and support development and execution of action plans.
- Delivered resume services to over 30 clients from the US across industries such as digital marketing, government, consulting, behavioral health, legal, intellectual property advisory, general medicine, real estate and construction engineering.
- Design, develop and enhance a Coaching toolkit grounded in human performance science that enables clients to quickly move from impasse to insight to action.
- Proficient in administration and interpretation of all Level A instruments and the following specific Level B instruments:
  - Workplace Performance 360 °(Based on the Big Five Model)
  - Career Leader
  - Everything Disc® reports
- Certified Career Coach with GetFive (formerly, The Five O’Clock Club), New York. Career Development Facilitator with The National Career Development Association. ICF Certified Life Coach from the American Life Coach Academy.
- Currently undergoing Brain based Coach Training by NeuroLeadership Institute (Expected completion November 2017).

#### **CORPORATE CLIENTS (OD Consulting)**

- **HDFC Life Insurance, Mumbai, INDIA** *July 2017 - Present*
  - Developed a Career Development Center (CDC) for mid range Hi Po talent. The value proposition of the CDC includes Career Counseling, Mentoring, and several tools and resources including but limited to academic programs, tuition reimbursements and setting up an Emerging Leaders Forum; Developed bench strength by identifying successors to key leadership positions.
  - Career Counselor/Coach to HiPo talent (95 candidates) as a part of their accelerated leadership development program.
  - Business HR Lead contact for Audit, Risk Management Accounting, Compliance and Legal functions. Work with senior stakeholders to identify sourcing requirements, fill positions timely and analyze recruitment and attrition trends.



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## CORPORATE EXPERIENCE

### KPMG LLP, USA

*Jan 2014 – July 2016*

#### Senior Associate, People & Change, Advisory Services

- **Talent Management & Leadership Development** experience:
  - Designed go-to-market materials for leadership development offerings,
  - Developed a framework and toolkit for internal coaching within organizations,
  - Developed a toolkit based on a hypothesis driven approach to problem solving for the deployment of a Workforce Analytics solution in the US Markets for the firm's "Evidence Based HR" suite of service offerings, and
  - Developed a discussion document for a healthcare client for assessment of their Talent Risks & Succession Management Plans.
- **Change Management & Communications SME** (Subject Matter Expert) and lead for a large scale technology adoption project for the Commonwealth of Pennsylvania (adoption across 97 county offices in the State):
  - Conducted Stakeholder Assessments to develop a comprehensive Change Management Strategy & Plan.
  - Developed a toolbox to deliver on the change management plan and presented to senior internal and external project leadership (including the Deputy Secretary, Commonwealth of Pennsylvania and Chief of staff) and generated buy-in at all levels.
  - Created content and directed execution of several change interventions such as statewide surveys, communications campaign, communications plan and deployment of change agent networks.
  - Conducted technical interviews for hiring staff and subcontractors for this project.
  - Guided and directed the efforts of a staff of 3 Change Management personnel reporting directly to me.
  - Received a KPMG award for this project.
- **PMO and Change Management lead** for a 8-office nation-wide M&A project during the post integration phase:
  - Developed a Cultural Assessment survey, independently conducted over 30 leadership and management interviews from the target, drafted a detailed report highlighting cultural risks and presented a post merger cultural integration plan to leadership.
  - Deployed nationwide change agent networks including role definitions and meeting agenda to drive cultural integration at local level; provided weekly oversight and guidance to these networks that enabled role clarity and increased accountability.
  - Worked directly with firm leadership in a PMO capacity to seamlessly manage multiple work streams (Real Estate, HR, Training, Marketing and Communications) during the post integration phase of the acquisition.
  - Developed strategic content to educate managers from the Target with the Acquirer's people and performance management protocol, systems and processes.
  - Received a KPMG award for this project.
- **Change Management & Communications co-lead** for a Business Intelligence project:
  - Developed a Change Strategy & Plan, conducted detailed Stakeholder Assessment and built Stakeholder Influence-Commitment maps, conducted Change Impact Assessment including Risk Analysis and develop a Risk Mitigation Plan to facilitate change, developed stakeholder surveys and aggregated survey responses to generate smart ratings enabling effective actions.
  - Developed a detailed Communications Strategy and Teaser & Brand campaign including audience analysis, channel strategies, and selection of metrics. Built and executed on a detailed and structured Communications Plan.
- Built a phased work plan for **Workforce Optimization** project at a US based manufacturing company moving operations to Mexico using our proprietary Organization Design, Talent Management & Change Management methodologies; developed a playbook educating the client on the "what", "why" and "when" of tools and interventions to be deployed.
- Conducted **HR Due Diligence** for a potential Target in the Financial Services industry in areas of Strategic HR Operations, HR Governance Model, Talent Acquisition & Development processes and Employee Relations; developed and presented an executive summary along with key analyses and detailed findings to enable effective decision making.

### SIEMENS CORPORATION, USA

#### Global Corporate Audit & Enterprise Risk Management

#### Senior Manager

*Nov 2010 – Dec 2013*

#### Manager

*Feb 2009 – Oct 2010*

- Advisor to Siemens Management on global best practices through a project based audit and consulting role in areas of finance, operations, forensic, governance and compliance/ regulatory across Americas and Europe:



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- Led end-to-end project management – plan the engagement, supervise fieldwork, prepare detailed written reports and presentations and communicate real-time results to internal and external stakeholders.
- Maximize value by identifying value drivers, process improvements and risk mitigation opportunities. Perform root cause analysis to assess impact of identified gaps in processes and controls on the business. Put together cost and time efficient solutions.
- HR, Talent & Change Management project experience:
  - Project Manager for the review of the Talent Acquisition organization in North America. Defined metrics to capture the success of university recruitment efforts; defined ownership of long-term succession plans and developed a formal tracking mechanism for identification of training gaps.
  - Led the review of an Organization Transformation project (from German HQ) for consolidation of Siemens Global Real Estate under a single portfolio across 15 countries; identified 20 million missed savings during the review.
  - Review of Bonus and Commissions Process at a Siemens Financial Services in US; identified gaps and implemented process improvements based on industry best practices.
- People Management & Training experience:
  - Provide performance evaluations to staff on projects, coach and mentor staff on project teams on a variety of personal, career development and on-the-job issues. Train newly hired Managers.
  - Create empowered work environments through the use of informal feedback mechanisms that resulted in greater satisfaction, lower conflicts, better work-life balance and higher accountability.
  - Devised a consulting case study based on an actual business scenario with senior executives for training approx. 60 professionals at a global event.
  - Initiated the Campus Recruitment effort with Columbia Business School and participated in on-site presentations.
- Selected to the Siemens Global Top Talent Program for accelerated development (2010).
- Rated “Exceeds expectations” for 3 years. Promoted twice in 2 consecutive years.
- Siemens entities audited include coverage across Americas and Europe:  
Siemens Financial Services (USA and Germany), Siemens Audio Technologie (France), Siemens Global Shared Services (Czech Republic), Siemens Healthcare Diagnostics (USA), Siemens Product Lifecycle and Management (USA), Siemens Real Estate (USA), Siemens Energy (USA), Regional companies at Siemens Brazil and Mexico.

## SIEMENS, INDIA

### **Manager, Financial Audit Asia-Pacific**

*Apr 2006 – Jan 2009*

- Consulted to CFOs and leadership on balance sheet and income statement reviews, Sarbanes Oxley compliance, process reviews and compliance with Siemens Financial Reporting Standards for regional and group companies across Asia-Pacific, Europe and Africa in over 30 projects.
- Led a global organizational transformation project in 4 countries to set up an enterprise-wide Compliance and Regulatory Framework (based on US FCPA laws). Provided training and on-going support to executives and managers enabling them to seamlessly adapt the global framework to local context; received a Siemens Award for this project.
- Siemens entities audited include coverage across Asia-Pacific, Europe, Russia and South Africa:  
Regional companies in India, China, Hongkong, Thailand, UK, Indonesia, Chile and South Africa, Siemens VDO (now a part of the Continental Group) (Japan, Russia and Malaysia), Siemens Global Shared Services (India), Siemens Medical Services (Singapore and USA), OSRAM (Mexico and South Korea).

## ERNST & YOUNG, INDIA

### **Audit Senior, Assurance & Advisory Business Services**

*Oct 2003 – Mar 2006*

- Manage and execute audit assignments (from planning to reporting & documentation), transfer-pricing certifications, and process reviews for several publicly listed corporate entities across the country; planned and budgeted for time and cost of staff and executives during the pre-engagement stage, and monitored engagement economics during and post execution.
- Demonstrated a client value focus and an aptitude for successful networking that was reflected in repeat assignments with clients and in performance evaluations. Selected for a short-term international delegation (to the US) within a year of joining the firm.
- **Industry exposure:** Cement, On-line Retail, Luxury Hotels, Financial Services, Offshore drilling, Consulting, Specialty Chemicals, Media, Paints, Business Process Outsourcing.
- **Some key client accounts handled include:**  
Gujarat Ambuja Cements Limited, Ciba Specialty Chemicals Limited, Johnson Diversey India Private Limited (Indian subsidiary of SC Johnson Inc. subsequent to the global merger or the same with Unilever), Binani Cements Limited, ABN



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Amro Services India Private Limited, Lear Seating Private Limited (Indian subsidiary of Lear Corporation Inc.), Transocean Inc. (SOX compliance), The Sherwin Williams Company Inc., Juniper Hotels Private Limited (a member of Hyatt Group of Hotels), JP Morgan Services India Private Limited, Cap Gemini India Private Limited, Bilag Industries Private Limited (a Bayer Group Company), Pennzoil-Quaker State India Limited and eBay India Private Limited.

## EDUCATION

**COLUMBIA BUSINESS SCHOOL**, New York, NY 2012-2013  
**MBA**, Executive Program

- Relevant Coursework: Leadership & Organizational Development, Power & Influence in Organizations, Competitive Strategy, Managerial Negotiations, Top Management Process, Personal Leadership & Success.
- Project work with a senior faculty in a leadership research & education initiative ([www.gleam.org](http://www.gleam.org)). Teaching Assistant for the course 'Personal Leadership & Success'.

**THE AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS** 2005  
Cleared all four parts of the CPA Exam (license not currently active)

**THE INSTITUTE OF CHARTERED ACCOUNTANTS OF INDIA** 2003  
Chartered Accountant (license not currently active)  
[Worked 40 hours a week for 3 years at a public accounting firm as a part of the course curriculum from 1999-2002]

**MUMBAI UNIVERSITY** 2001  
Bachelor's degree, Commerce and Economics

## CERTIFICATIONS

**NEUROLEADERSHIP INDIA** 2017  
**Brain based Certified Coach**

**EVERYTHING DISC: A WILEY BRAND** 2016  
**Certified Everything DiSC® Trainer & Facilitator**

**AMERICAN LIFE COACH ACADEMY** 2016  
**Certified Professional Life Coach (ICF ACSTH: 32.50 hours; Mentor Coaching hours: 10)**

**CENTER FOR APPLIED COGNITIVE STUDIES** 2016  
**Certified Administrator for Workplace Performance™ 360°**

**NATIONAL CAREER DEVELOPMENT ASSOCIATION, USA** 2016  
**Career Development Facilitator**

**Certificate in Positive Psychology** (via Coursera; License Number: DZUAUVDGC9) 2015

**GETFIVE** (Previously, The Five O'Clock Club), New York, NY 2014  
**Certified Career Coach**