



India: Rashmi Saran

Location: Bangalore
Nationality: Indian
Languages: English / Hindi



Rashmi is an experienced trainer, coach, motivational speaker, and HR leader. Her passion and forte lie in developing leaders and helping them create an engaged and happy workplace and in bringing positive changes to people's lives through coaching and empowerment. Rashmi uses a coaching style of delivery in her workshops, whereby the participants feel engaged and open up to the objectives of the programme in the most participative way. Since starting her consultancy practice in 2016, Rashmi has coached and trained numerous leaders and managers across a range of industry sectors.

Her corporate experience was gained with Hindustan Petroleum Corporation (twenty years in HR roles, including Head of HR for Corporate R&D) and OTIS Elevator Company (General manager, Human Resources). In these roles she drove a workplace culture with high levels of trust, openness and engagement, working extensively in the areas of leadership development, L&D, HR strategy formulation, talent acquisition, implementation of balanced scorecard, diversity programmes, employee engagement, corporate communication, performance management, industrial relations, etc.

Rashmi is heavily involved in emotional intelligence and has been a key organising member of The EQ Leadership Summit with Daniel Goleman in India and is in demand across India and internationally as a motivational speaker and author on the subject.

Specialisms include:

- Leadership development
- Leading with emotional intelligence
- Demystifying emotional intelligence
- Effective performance feedback
- Feedback skill lab
- Customer orientation
- Self-awareness and self-confidence
- Conflict management
- Developing others through coaching
- Great communication

Clients include:

- Aerospace (eg, Hindustan Aeronautics)
- Electronics (eg, Bharat Electronics)
- Energy (eg, Sembcorp Energy)
- Facilities (eg, Indiqube)
- Financial services (eg, Wells Fargo, Bajaj Allianz Life Insurance, COFACE)
- Food (eg, Global Green Co)
- IT (eg, Technoforte)
- Professional services (eg, KPMG)

Qualifications / memberships include:

- Forum of Emotional Intelligence Learning (founding member in India and first President of its Bangalore Chapter)
- Professional Certified Coach (International Coach Federation)
- Licensed administrator of Thomas Personal Profile Analysis (DISC)
- NLP practitioner
- MBA (HR) (Xavier Institute of Social Service)