

# Mohandas Menon

- Leadership & OD practitioner. Consultant & advisor to mid and large corporates.
- Executive & leadership coach. Coach to management teams & advisor to company boards.
- Finance & treasury management consultant.



## Areas of Expertise

### OD Services

- Coaching
  - ☞ Executive & Leadership Coaching
  - ☞ Business Coaching
  - ☞ Coaching Women Leaders
  - ☞ Transition Coaching
- Leadership Development
- Conflict Management
- Organizational Effectiveness
- Board Effectiveness

### Management Advisory & Consulting Services

- Corporate Advisory Services
  - ☞ PE/VC Debt Funding
- Strategy Execution

### Special Training & Expertise

Remote Telephonic Coaching

- Co-founder and Director of Greenfern Leadership & Strategic Consulting (P) Ltd.
- Advisor, Finance, Strategy & Corporate Affairs, Asian Oilfield Services Ltd., India & Dubai.
- Faculty (India) & Partner (West Asia & GCC), LeaderShape Ltd. (UK)

After 18 years in banking, merchant banking and financial services, including managing significant P & L responsibilities, Mohan transitioned into organization and leadership development, in which he has been engaged for the past 18 years, as well as in financial advisory services. Initially running his own training and content development company (subsequently sold to a large European conglomerate), he then worked with leading organizations in senior management positions, at the Group General Manager, VP & SVP levels in organizational and leadership development. Since 2009, he has provided interim CXO/CEO services across organizations and holds or has held, long term advisory positions in well known organizations in the BFSI, Consulting, Oil & Gas, Healthcare and Food & Beverages industries. Over the years, has been a member of the leadership/strategic management committees of 3 organizations, and an advisor to others, as well as an advisor to the boards of companies. He is also a guest faculty on "Board Effectiveness" for the Institute of Directors' Masterclass for Corporate Directors.

✓ *As a result, he has a strong understanding of the dynamics of senior teams in the Indian and international organizational contexts.*

An executive coach since 2007, Mohan has had the privilege of coaching a number of senior executives, including at the CEO and CxO level in well-known Indian organizations, Fortune 500 MNCs and SMEs. Trained and mentored as a coach by Susan Bloch, an organizational psychologist & author and well-known senior Executive Coach, he has undergone further training and certification as an executive coach by the Neuroleadership Group using methods and frameworks researched and developed by Dr. David Rock. Mohan is also an accredited LeaderShape faculty member, trained in using proven EQ and EI methods for the development of senior leaders.

✓ *Hands-on, practical experience of managing business imperative is coupled with strong understanding of 'people-drivers' and the dynamics of the social structures and networks in organizations. Allied with training in the use of researched and validated frameworks for coaching, this has resulted in consistently positive feedback from most of those that he has been privileged to coach.*

Mohan also provides advisory and consulting services to selected mid-size corporates in their funds management, equity and debt structuring needs. Credible relationships with private equity and venture capital investors (with some of whom he also works to create sustainable and long term value in their investee companies), and a sound understanding of banking, enables Mohan to effectively advise on appropriate PE/VC - company fit, and banking solutions.

✓ *A strong understanding of the banking and financial sector, experience in project and asset financing and cash flow management has helped in successfully managing finance and treasury related assignments for varied SME & mid-corporate clients, as well as in providing independent, objective advisory in financing situations, in the areas of private equity, venture capital and debt funding.*

**Greenfern Leadership & Strategic Consulting (P) Ltd.**

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