



## Kaushal Misra

### Leadership Assessments and Executive Coach

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#### **Experience & Specialities:**

30+ years of experience in the areas of Leadership Development, Assessments, Psychometrics, Finance, Mutual Funds, Research, Training, Consultancy, Statistical Analysis, and Positive Psychology.

Kaushal contributes to developing and strengthening Leadership Pipeline, need-based Psychometric profiling and Development Planning for Corporates. His skills of developing Competency Frameworks, Assessment Tools, Conducting Assessment and Development Centers, Feedback and formulating Individual Development Plans, Multi Stakeholder 360° Feedback and bespoke Psychometric Tools have been utilized by close to 150 organizations including “Big 4” consultants, over a dozen reputed national and international consulting firms and Fortune 500 companies. He has vast experience in diverse sectors such as Banking, Energy, Oil and Gas, EPC, Ports, Telecomm, Fertilizer, Pharmaceuticals, Aeronautics, Automobiles, Consumer Electronics, Realty, Healthcare, Construction, Information Technology, Hospitality and other Industries.

As an Executive Coach, he has facilitated and assisted in the development of High Potential individuals for several organizations. As a trainer, his experience covers a diverse range of areas such as development of High Potential individuals, Interviewing Skills, on Development and Assessment Centers, Change Management, identifying and formulating Vision and Mission statement, Negotiation Skills, Attitudinal Transformation, Customer Orientation, Problem Solving and Decision Making, Team Bonding, Communication & Presentation Skills, Paradigm Shift & Time Management, Conflict Management. He has also delivered lectures and training sessions on Goal Setting Theory and Performance Management for the leadership team at half a dozen organizations.

Moreover, in his role as a Behavioral Psychologist, he led the team in conceptualizing, designing, and implementing a path-breaking program to evaluate and differentiate ‘integrity and honesty’ issues for 225 employees, supervisors, shift in-charges and officers. In an ongoing endeavor – *Antardarshan* - he has conducted workshops on *Career Guidance and Visioning* for MBA students guiding over 2000 postgraduates for 30 colleges till date.

#### **Education and Certifications:**

Kaushal is a Post-Graduate in Psychology from the University of Allahabad and is certified for conducting and interpreting Hogan Assessments.