



## Coach - Vineet Agarwal

*Leadership Coach, Mentor and Corporate Trainer*

*1000+ Training & Coaching hrs Experience*

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A **B.Tech. from IIT Kanpur with 30+ years of working experience** across Telecom, Travel, Solar Power, Enterprising and others, I empower senior leaders to move from managing tasks to inspiring teams. My coaching is rooted in hands-on industry expertise, not theoretical frameworks—enabling clients to unlock clarity, emotional intelligence, and a commanding leadership presence, even under pressure.

### ◆ Specialized in:

- Leadership Presence & Executive Impact
- Strategic Thinking, Ownership & Accountability
- Emotional Intelligence & Conflict Navigation
- Business Transformation for Leaders

**What sets me apart? I blend practical business acumen with a human-centric coaching style, creating space for leaders to realize their true potential.**

I had also served as a visiting faculty in Kanpur's prestigious B-School (Gaur Hari Singhania Institute of Mgmt, Research) owned by JK group where I had conducted few group sessions preparing senior students for transition to corporate world.

I keenly enjoy travelling, meeting new people and establishing fresh relationships.

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### Engagement themes

- Campus to Corporate
- Emotional Intelligence
- Time & Stress Management
- Ownership & Accountability
- Effective Communication
- Leadership Development
- Change Management & others

### Personal Development

- Forums of Basic, Advance and SELP (Self Expression & Leadership) - Landmark Worldwide (2014)
- Speed of Trust Workshop - Franklin Covey (May'17)
- Strategic Account Management - Hero Mindmine (June'17)
- 7 Habits of Highly Effective People, with Franklin Covey. (Dec'17)
- The 4 Disciplines of Execution, with Franklin Covey. (May'18)
- Trusted Business Advisor, with Franklin Covey. (June'18)

## Professional Experience

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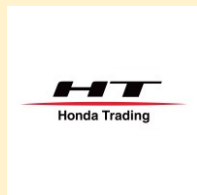
Starting career as Graduate Trainee and rose to AVP level position, served in many India based companies and MNC's, travelled across the globe and posted in many parts of India.

**Employed in Organizations :** SAIL, Essar Cellphone (became Vodafone), Koshika telecom, Reliance Telcom, Ericsson, Nokia, VNL (Shyam telecom), Electrorent (Livingston Microlease).

**Below professional skills** along with building teams and implementing those skills through them successfully, has led me to effectively deliver impactful trainings:

- Customer Service Excellence & Operations Management
- Training & Human Capital Development
- Relationship savvy at personal & professional levels.
- Mapping clients' requirements & internal resources for optimal results.
- SWOT/ Gap analytical abilities for human resources.
- An effective communicator with apt negotiation, people management and problem-solving skills
- A trusting recruiter with apt interviewing skills.

### Companies Served, Consulted and Trained :



## Learning Deliveries & Interventions (Select Few)

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- **Pasona India** : Multiple sessions on Accountability & Ownership, Mission, Vision & Values, Service Excellence, Disciplines of Execution, Emotional Intelligence, Effective Communication, Stress Mgmt and many Individual Coaching sessions.
- **Honda Trading Corporation** : Emotional Intelligence
- **Karam Safety**: a Journey based LDP (Leadership Development Program) for a batch of senior management involving multiple group sessions and individual coachings.
- **JK Mgmt Inst** : Campus to Corporate
- **Midson Group** : Multiple coaching interventions to MSME
- **Niterrra India (Japanese Auto Ancly Mfg)** : Journey based Leadership coaching (Mid-Senior Mgmt)
- **Oben Electric** : Multiple sessions on Professionalism, Time Mgmt, Email Etiquettes

# Leadership Coaching Journey Impact Case Study

**Case Study 1: Niterra India Pvt. Ltd.** (A large Japanese Auto spare parts Manufacturer, Gurgaon)  
*Jan'25 – May'25*

## Context:

Niterra initiated a Leadership Development Coaching program for 21 select senior professionals (mostly dept or functional heads) to enhance leadership effectiveness, communication, and team collaboration across departments.

## Intervention:

5-month structured Leadership 1-on-1 Coaching Program - Focused modules on: **Emotional Intelligence – Self Awareness, Conflict Handling, Team Motivation, Communication challenges and Strategic Decision Making** - Sessions tailored to individual growth paths

## Outcome:

Leaders gained significant clarity on decision-making and emotional responses under pressure - Vimal acknowledged Vineet's unique coaching style marked by high integrity, humility, and inspiration - Rajesh highlighted practical, down-to-earth approaches that led to real-time improvement in his leadership confidence and interpersonal effectiveness

## Client Quote:

"He has a true heart and a brilliant command on his subject." – **Vimal Vashishtha** (Head, Corporate Strategic Marketing)

"Vineet sir helped me grow both professionally and personally through relatable insights." – **Rajesh Kumar** (Sr. Manager, PP & SCM QC )



# Leadership Development Program Impact Case Study

**Case Study 2: Karam Safety Pvt. Ltd. (A Large Safety Equipment Mfg Co with global presence, Noida)**  
**Nov'24 – June'25**

## Context:

For succession planning of 6 senior leadership in a competitive industrial sales environment, Karam engaged Vineet for a **Coaching-led LDP** targeting ownership, influence and strategic mindset.

## Intervention:

Customized 6-month coaching-cum-training program - Focus on **Accountability cum Ownership, Critical Thinking, Situational Leadership, Team Mentoring, Delegation, Effective Communication, Execution Excellence, Decision Making, Stress Management, and Leadership Pillars** - Real-life sales and cross-functional challenges were used as live coaching material

## Outcome:

Significant behavioural transformation in handling stress, conflicts, and decision dilemmas - One-on-one coaching sessions proved pivotal in enabling personal breakthroughs - The program was regarded as highly insightful and became a permanent mindset shift for participants. **2 participants got promoted to Zonal Business Head and 2 to Chief Business Head.**

## Client Quote:

"Vineet ji's coaching made complex ideas simple and permanently impacted how I lead." – **Anil Yadav (Sr. Business Head, Sales)**

"His coaching tools & interactive sessions boosted my confidence and motivation." – **Gangadharan (Lead Business Head)**



**Note: These case studies are reflection of Vineet Agarwal's grounded and humanistic coaching style — built on real-world experience, not just frameworks.**

## As a Panelist at the CSR Event (Aug'25)

✿ Honoured to be invited as a panelist at the CSR event for the launch of "Robotics Lab on Wheels" by the renowned MBD Group, the legacy publication house.

🔑 Hosted at Radisson Blu Noida (owned by MBD Group), the session featured intense discussions on STEM education, policy frameworks & the impact of EdTech.

🙏 Truly grateful to the entire MBD Board for the warm facilitation and this enriching experience.



## HR Success Talk – L&D Playbook

<https://www.hrsuccesstalk.com> is a prominently growing HR Forum in India, US, UK, UAE and few other countries, which has exclusively launched my education program especially curated to empower L&D professionals.



Linked-in Post :

<https://lnkd.in/gCGVAbdz>

YouTube Video Series Link :

[https://youtube.com/playlist?list=P\\_LHNauoKWYNpMHSd15gWaXjR9LK9\\_QEsNv8&si=0\\_Vo7TyfU1d7fgoK](https://youtube.com/playlist?list=P_LHNauoKWYNpMHSd15gWaXjR9LK9_QEsNv8&si=0_Vo7TyfU1d7fgoK)

## Linked in Articles Publication

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1. Can there be Opportunity in Fear? (Oct'19, 2 min read)  
<https://www.linkedin.com/pulse/opportunity-fear-vineet-agarwal>
2. Beware of that Lion - articulates the correlation between hardcore professionalism and loyalty, in the context of long term organizational growth. (Nov'19, 2 min read)  
<https://www.linkedin.com/pulse/beware-lion-vineet-agarwal>
3. Job vs Service - my close observation and interaction with hundreds of employees in reference to their work.(Nov'19, 4 min read)  
<https://www.linkedin.com/pulse/your-work-just-job-vineet-agarwal>
4. Deeper reflection on integrity aspect, when communication is looked upon as a foundation of any relationship. (Dec'19, 3 min read)  
<https://www.linkedin.com/pulse/communication-vs-integrity-vineet-agarwal>
5. Rebuffing the undercover acceptance of Corporate Rat Race. (Dec'19, 3 min read)  
<https://www.linkedin.com/pulse/corporate-stigma-rat-race-vineet-agarwal>
6. Transcendental Leadership Simplified (Mar'20, 5 min read)  
<https://www.linkedin.com/pulse/transcendental-leadership-simplified-vineet-agarwal>
7. Pondering over Grey Hair Wisdom for Corporate Sustenance (Apr'20, 3 min read)  
<https://www.linkedin.com/pulse/joint-family-vis-a-vis-corporate-sustenance-vineet-agarwal>
8. 3 Fears of Medium Scale Business Owner (May'20, 3 min read)  
<https://www.linkedin.com/pulse/3-fears-medium-scale-business-owner-vineet-agarwal>
9. Redefining Leadership Development: Moving Beyond Box-Ticking Approach (Aug'24, 3 min)  
<https://www.linkedin.com/pulse/redefining-leadership-development-moving-beyond-approach-agarwal-io95c>
10. Focus on the Message, Not the Messenger (Feb'25, 3 min read)  
<https://www.linkedin.com/pulse/focus-message-messenger-vineet-agarwal-ppdkc>
11. Discover the soul of Executive / Leadership Coaching — a Transformative, human-first journey that goes far beyond structured frameworks. (May'25, 4 min read)  
<https://www.linkedin.com/pulse/beyond-frameworks-human-truth-genuine-executive-coaching-agarwal-eokfc/>
12. How a true coach is like a mirror — clear, unbiased, and free of ego (Aug'25, 3 min read)  
<https://www.linkedin.com/pulse/coach-mirror-why-clarity-matters-more-than-advice-vineet-agarwal-wbsdc>

# Few of the Latest Certificates and Credentials (ICF Certified)





## Few Coaching & Mentoring Testimonials



**Rajesh Kumar** · 1st

Sr. Manager PP & SCM QC at Niterra India Pvt. Ltd.

June 27, 2025, Rajesh was Vineet's client

Recently I had the chance to be coached by Mr. Vineet Agarwal as part of a leadership coaching initiative organized by our company and I'm really glad I attended it. Vineet sir is an outstanding coach when it comes to personality and leadership development. His coaching and mentoring gave me valuable insights that helped me grow, both professionally and personally. What I appreciated most was his practical, down-to-earth approach. Thanks to his guidance, I've seen real improvements in how I lead and work with others. I learnt new insights on leadership, team building, and decision-making—along with clear and practical ways to apply them. He has a remarkable ability for building trust and creating a comfortable space to talk openly, which really helped me work through challenges and find actionable strategies to overcome them.

I'd definitely recommend Vineet sir to anyone looking to build leadership skills or improve team dynamics in their organization.



**Shashikant Ravi PMP**® · 1st

Customer Project Manager at Ericsson India

September 24, 2020, Shashikant worked with Vineet but they were at different companies

All LinkedIn members



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Vineet Agarwal has great vision for life, he is right mixture of talent & wisdom I really appreciate his approach towards life, he has been phenomenal coach, he has solution for every problem may it professional or personal you can discuss anything with him and best part he always have solution for all sort of problem. I wish him great future ahead



**Anil Yadav** · 1st

Sr. Business Head - Sales | Industrial Sales | Channel Sales | B2B Sales | P&L Mgmt. at Karam Safety Pvt. Ltd.

July 5, 2025, Anil was Vineet's client

Just completed a 6 mths long training cum coaching program on my Leadership Development with Mr. Vineet Agarwal. I found the whole journey insightful, engaging and highly helpful.

I especially appreciated the practical examples and the clear explanations of key topics such as Critical Thinking, Accountability / Ownership, Conflict Handling, Emotional Intelligence, Situational Leadership, Stress Mgmt and many more.

One of the best aspects of the program was my 1-2-1 coaching sessions wherein Mr. Vineet explained complex concepts through simple, relatable examples, making it easy to understand and apply in real-life situations. I just didn't get to know when he went deep inside my psyche, finally revealing my true picture in the clear mirror. Those were the turning points.

I would definitely recommend this LDP journey to others.

Thank you, Vineet ji, for your valuable and impactful intervention, which has now become permanent with me.



**Gangadharan Perumal** · 1st

Lead Business Head at KARAM Safety Private Limited

June 19, 2025, Gangadharan was Vineet's client

I have been coached by Mr. Vineet Aggarwal at My Organization for Leadership Development Program for 6 months duration. He has got exceptional coaching and mentoring abilities. I had the enjoyed learning from him as my coach/mentor. I witnessed great impact in my professional and personal development.

He provided many inputs during the training program and explained about Leadership Pillars and many approaches / techniques / practical tools etc,.. Which helped me to develop my professional and personal skills. Also I had many one to one interactive sessions with him, I would say he is the best Coach who thought many practical situations to solve, which boosted my confidence and motivation level.

I recommend Mr. Vineet Aggarwal for leadership Development Program. He will definitely add value to organization or individual seeking personal or professional growth.



**Vimal Vashishtha** · 1st

Head - Corporate Strategic Marketing, Niterra India PVT. LTD. (Formerly known as "NGK Spark Plugs India"), Gurgaon

June 19, 2025, Vimal was Vineet's client

All LinkedIn members

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In my whole professional career, I met various mentors/coaches but met for the first time a coach (Mr. Vineet Aggarwal), who has a true heart and has a brilliant command on his subjects. I express my sincere gratitude to him for being a coach for me. His all activities always inspiring and motivating. He is a good example for an individual with high integrity, humility and full of confidence. He has a rich experience of different industries which makes him different from others. I would recommend everyone to follow his life-changing experience.

