

**Neeta Mohla**

**Joint Managing Director**

**InspireOne Consultants Pvt. Ltd.**

### **Educational Background:**

Neeta Mohla is a double graduate in Commerce and Hotel Management, and a Postgraduate in Human Resource Development. She has completed several courses in Gestalt Therapy T.A. and Counseling, and has qualified MBTI for personal and organizational growth. She is certified on CHPD (Centre for High Performance Development) Assessment and Development Centres and Development Programs. Additionally, Neeta has been trained extensively by TMI and is a globally certified trainer.

### **Experience:**

With over 20 years of professional experience, Neeta started her career in a large hotel chain, where she was in-charge of conference management and co-ordination. Thereafter, she had a brief tenure in hospitality consulting, after which she spent a decade with a premier NGO, *Sanjivini*, in the area of people behavior, interpersonal dynamics and counseling. Subsequently, she transferred her people counseling experience to the corporate world through HR consulting.

Her work in *Sanjivini* involved managing the Crisis Intervention Center, selection, induction and training of volunteers, conducting training for coaching and counseling with external institutions such as IAS Academy, Colleges, Councils like NPC and several corporate organizations. Through this, she developed knowledge and skills related to Human Psychology and their Behavior Dimensions. During this period she was also significantly exposed to helping individuals and groups through professional, emotional and stress related areas of concern.

Building on her inherent capability of understanding human behavior, Neeta established *Business Strategy Group* – a consulting firm in 1993. She spearheaded the HR segment of the business, which included managing senior-level projects and HR consulting for organizations. Some of her major accounts were – World Bank, The Oberoi Group, and Microsoft, etc.

In August 1999, to expand the offerings to the corporate world, Neeta established TMI India. Over the last eight years, she has helped build all the five practice units at the company, especially the Leadership Training and Development practice. Her personal strength in coaching for development has equipped trainers at all levels with the relevant functional competencies

### Her major assignments at TMI include:

- **Leadership Development initiatives** with software companies such as Novell, Crimson Logic, Global Logic. She has been closely involved in the identification, assessment, and development of the top leadership teams at all these organizations. Her work includes:
  - Conducting assessment centers,
  - Developing programs for specific leadership competencies,
  - Conducting the programs
  - 1:1 feedback and coaching
  - Helping build measurement systems
- **EI-based development of leaders and people at all levels:** She has worked with organizations such as AMC Target Group, Wipro, Pepsi, Sapient, IBM, NTPC, BHEL, etc. She has designed and conducted programs to help people increase their effectiveness through Emotional Intelligence. This ensures sustainability in leadership development because it is driven from the self and involves one-on-one coaching, in addition to development programs.
- **Extensive leadership development work with TATA Consultancy Services in India and Europe:** This has been a two-year long association and one that is still ongoing. It involves development of a leadership level across the organization with a focus on- “Building Human Capital”.

Other organizations she has trained and consulted include: **i-Flex, Royal Bank of Scotland, Pepsi, Hughes Software System, Glaxo SmithKline, IBM, TCS, NTPC, The Oberoi Hotels, Sapient, Novell, Cadence, EHPT, Airtel, Hutch, BHEL, Tata Tele-services, Schindler, HDFC Securities, HECL, Pepsi, Xansa, Shaw Wallace, etc.**

### Expertise:

Neeta’s core expertise is in Leadership Development. She has committed the last 20 years of her professional career to developing various skills such as enabling people to develop critical competencies, motivating people to bring about effective change, developing strong relationships by building trust and leading change processes.

As an executive coach, she has enhanced effectiveness of leaders at all levels through coaching assignments for impacting behavioral and leadership competencies.

Empathy based on experience, deep insight into personal and interpersonal development and environment enable her to make quick movement with people she coaches. She is a certified **Emotional Intelligence (EI)** coach and facilitator, which is supported by EI profiles, Gestalt Therapy T.A., MBTI, 360° tools and other relevant behavioral instruments. With her expertise in EI, she enables individuals to leverage their personal strengths, build self awareness and understand the impact of their EI profile on their leadership behaviors.