



Kavitha Alva

Founder & Director

Kavitha is a **Behavioural Consultant and a Gallup Strengths Coach**, based out of Mumbai. With more than 19+ years of experience in the corporate environment and having successfully lead teams, Kavitha now coaches individuals and teams towards success in business and life by enabling them to “Explore their talent, unleash their potential and be at their best!” Her commitment to clients is to accelerate individual and group self-awareness of their strengths and to guide them towards more dynamic performance, and above all, results.

Her facilitation and coaching has been helpful in addressing business challenges like

- **Sub optimal team alignment** - Foxstar Television, Cafe Coffee Day, Mahyco Seeds);
 - **Emotional Intelligence** - Thyssenkrupp, JPMC, Deloitte, Beams Hospitals, Lionbridge, Mazgaon Docks, Parle G
 - **Low motivation** - SEIMENS, Voltas, Gujarat Gas
 - **Developing leaders as Conflict Managers** - ACG-PAM, Parle G, LNT, BPCL, Lodha Group
 - **Improving Stakeholder Management** - JPMC, Holcim India, Afcons)
 - **Managing Change** - Cleartrip, Abhyudaya Bank, NKGSB
 - **Developing First Time People Managers** - FSS, Deloitte, Cleartrip) and **Talent Management and Assessments** - Lnt Power, Hyderabad Industries Limited, Shoppers Stop, Abbott Pharma, Abbott Nutrition, WIPRO, AMAT, Reliance Industries, HDFC Standard Life, Capgemini, JFS, AMAT, Piramal Industries, TATA Chemicals).
- She has also done workshops for RCF and Heavy Water Board on ‘**Spirituality in Corporate Culture**’

Coaching Niche

Kavitha’s coaching style might be described as honest, open and direct, curious and respectful, with humour and empathy. Challenging questions and highly attentive listening skills have contributed in Kavitha’s building a number of trustful and effective relationships with coachees of various backgrounds.. She likes to accompany her coachees in changing their perspective, exploring the context and bigger picture, thinking about consequences and utilising their strengths. She focuses on discovering and extending range of alternatives – in how to act, how to think, how to behave – and how to ‘be’.

She holds additional certifications in **Coaching from RCF** (ICF Accredited), **NLP – Basic and Advanced** , **FIRO – B**, **Emotional Intelligence Instrument(ESAP)**, E-

DISC, Yoga, Theatre, Hypnotherapy, EFT (Level 1 & 2), Counselling (REBT), Graphology and Art Therapy which have helped her assess her participants in a classroom setup as well as in a Talent Assessment / Development centres. These have been followed up with detailed development planning sessions and crisp action planning reports. Kavitha is also an Internationally Certified Heal Your Life Trainer.

Before her consulting career, Kavitha was involved with the Manufacturing, IT and HR Services industry in various roles – Operations, Business Development and Sales – for more than 7 (seven) years. In these organisations, she played a key role in setting up the business development and marketing teams and its functions, training and development teams and optimising operational processes. This experience helps her to ground her coaching conversations in business context for her clients.

In addition to working with corporates, being a parent herself, Kavitha takes keen interest in working towards improving parent-child relations. In this regard, she has conducted a few **Parent-Child Appreciation workshops**. She also conducts **Personalised Yoga, Creative Visualization and 'Being Me'** workshop for women, helping them experience the bliss of becoming their most vital, centered and dynamic self.

Kavitha is married to Deepak (a certified Coach himself) who works for Meril Life Science (India) as a General Manager. They are based out of Mumbai.