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HUMAN CAPITAL AND LEADERSHIP DEVELOPMENT

Identify Executives. Build Managers. Develop Leaders.

FOR INDIAN SMEs AND INDIAN SUBSIDIARIES OF GLOBAL COMPANIES

Create a visible path from hiring to functional mastery, managerial accountability and leadership continuity - so capable people grow with the organisation instead of growing away from it.

Mid-to-High 90%

OBSERVED RETENTION RANGE*

~40%

ACCELERATED PROGRESSION*

3-4 Years

TWO-LEVEL GROWTH WINDOW*

Enterprise-Wide

LEADERSHIP COVERAGE

*Indicative outcomes based on professional experience and observation; not independently audited. Results depend on role, organisation and implementation.

DISCUSS YOUR LEADERSHIP PIPELINE

— THE GROWTH LADDER

Retention strengthens when people can see their future

A transparent lifecycle links opportunity, training, performance and succession into one progressive talent journey.

01 IDENTIFY

Find aptitude, values, learning ability and growth potential - not merely qualifications.

02 RECRUIT

Match capability, role expectations and organisational culture.

03 BUILD

Develop functional depth through live work, coaching, review and knowledge transfer.

04 ADVANCE

Expand ownership from execution to management, judgement and decisions.

05 LEAD

Prepare successors who strengthen teams, functions and enterprise outcomes.

A personally shaped system for talent-to-leadership growth

01

Talent Identification & Assessment

Personally assess aptitude, learning ability, behavioural fit, ownership and long-term leadership potential.

02

Recruitment & Selection

Structure role profiles, interviews and decisions around performance potential - not only past experience.

03

Functional Capability Building

Functional heads and process leads build technical depth through live responsibility, review and knowledge transfer.

04

Performance & Growth Reviews

Personally review direct reports; line managers review their teams through aligned expectations and development plans.

05

Retention, Promotion & Succession

Connect recognition, responsibility, career visibility and succession readiness through the hire-to-growth lifecycle.

06

Leadership Coaching

Coach departmental heads, process leaders and managers to build judgement, influence and successor capability.

DELIVERY MODEL

Personally led where judgement matters; enabled through functional leadership

PERSONALLY LED

Architecture, Assessment & Progression

- HCM lifecycle and leadership-path design
- Talent identification and assessment
- Recruitment and interview governance
- Direct-report performance reviews
- Retention, promotion and succession planning
- Coaching departmental and process leaders

FUNCTIONALLY ENABLED

Depth, Practice & Daily Development

- Functional training by experienced heads and leads
- Live assignments and stretch ownership
- Line-manager reviews for their teams
- Technical coaching and process discipline
- Knowledge transfer and cross-functional exposure
- Feedback into individual growth plans

CROSS-FUNCTIONAL DEVELOPMENT

FUNDRAISING

BANKING

ACCOUNTING

FP&A & MIS

AP / AR

GL / R2R

COMPLIANCE

LIAISON

ERP CONTROLS

OPERATIONS

ORGANISATIONAL OUTCOMES

Growth that builds capability and continuity

Stronger retention

Learning, responsibility and advancement remain visible.

Leadership from within

Successor examples make advancement credible.

Enterprise depth

Broader exposure connects operations, finance, risk and stakeholders.

Reduced dependency

Knowledge transfer and succession protect continuity.

FOUR-STAGE ENGAGEMENT

01 DIAGNOSE

Review capability, performance, attrition and succession gaps.

02 DESIGN

Define lifecycle, growth ladder, standards and ownership.

03 DEVELOP

Combine learning, live assignments, coaching and accountability.

04 SUSTAIN

Review readiness, recognise growth and reinforce succession.

Create a talent system people want to grow within

DISCUSS YOUR LEADERSHIP PIPELINE