

# Sangita Skilling

## WORK EXPERIENCE

### **May 2012 - Present** Executive Coach and Consultant with Skilling For Life [www.skillingforlife.com](http://www.skillingforlife.com)

I operate my own global Coaching and Consulting business. My main areas of work include:

- Coaching senior executive leaders on leadership performance
- Consulting for mid to large organisation, including Government, health, education and the private sector
- Designing and delivering customised programs for teams and individuals on specific behaviours, mind-sets and skills.
- Developing Talent Management programmes for organisations and teams.
- Consulting globally for FranklinCovey's International teams
- Programme Director for UBT's Executive Management Programme

### **Jan 2013 – Mar 2016** Head of Delivery with UK Education Team [www.ukeducationteam.co.uk](http://www.ukeducationteam.co.uk)

I owned the Sales Agency for FranklinCovey's Education Practice for UK and Ireland. My key responsibilities are:

- To establish the 7 Habits of Highly Effective People philosophy across schools in the UK
- To facilitate workshops and coaching sessions to teachers and educators on the 7 Habits
- Coaching our associate consultants to deliver the high level of workshops and coaching that schools require
- To design new FranklinCovey programs and innovative ways for schools to access the material

### **Jan 2008 – Present** Senior Consultant with FranklinCovey UK

#### RESPONSIBILITIES AND WORK UNDERTAKEN:

- Diagnose, Design, Develop and Deliver high performance interventions to achieve our client's business and strategic objectives
- Providing expert behavioural, attitudinal and management consulting for our clients to enable them to achieve their defined outcomes and appease the organisation's "pain"
- Deliver high impact interventions to Senior Executive and Board members, to then measure and evaluate impact on both bottom and top line performance and on specifically defined measures from the client
- To provide coaching for senior executives pre and post-delivery of interventions to maximise performance, change behaviour and sustain the new initiatives
- Building long-term and trusting relationships with our Fortune 500 and FTSE 100 clients
- Supporting FranklinCovey's internal Client Partners to grow their business development activities by contributing to tenders, client queries, meetings and contributing my expertise, knowledge and creativity
- I have worked closely with clients such as The Dorchester Collection, Compass Group, Save The Children, Aviva, NHS Clinical Consortium Groups, BT Wholesale, Ricoh, Vodafone and Canon

### **Nov 2004 – Dec 2007** UK Career Development Manager with Welcome Break

#### RESPONSIBILITIES AND WORK UNDERTAKEN:

- Developed a 'Career Map' for Welcome Break and a 'Talent Programme' to support it
- Lead a team of 2 Regional Facilitators to ensure that the high performance training met the defined needs
- Redesigned the Competency Model and Performance Review process in line with the Talent Programme to deliver performance consistency throughout the business
- Conducted a 5 stage process to implement the high performance training (Diagnose, Design, Develop, Deliver and Evaluate)
- Designed and implemented an intensive 3 month "fast track" talent development programme
- Mentored senior managers through a personalised development plan to achieve Director level
- Conducted skills analysis and personal development plans for senior managers and directors
- Strategic Project planning of all HRD projects and succession planning for the business
- Project leader and Champion for organisations 'Cultural Change' at Support Centre to transform the culture from one of "control and command" to "release and inspire"

### **Aug 2000 – Nov 2004** UK Training Manager with Tchibo

#### RESPONSIBILITIES AND WORK UNDERTAKEN:

- Established a new L&D team for Tchibo during its rapid expansion plan from Germany to the UK
- Led a team of 8 trainers, ensuring training was delivered as per company growth
- Designed, launched and delivered an intensive 5 week Management Training Programme and a 6 week Staff Training Programme
- Coached managers in development through their personalised programmes
- Conducted Training Needs Analysis to develop training programmes

- Managed an annual £½ m training budgets to meet business growth and expansion needs

**Oct 1999 – Aug 2000      UK Training Manager with Café Nescafé**

**Sept 1994 - Oct 1999      Area Trainer and Deputy Manager with Pizza-Hut**

## QUALIFICATIONS

- **ILM L7 Executive Coaching** HumanTechnics 2020
- **PRISM Profile Practitioner** PRISM 2016
- **High Impact Presentations** Dale Carnegie 2013
- **Life Coaching Diploma** The Institute of Life Coaching 2011
- **Certified Master Facilitator in all FranklinCovey Curricula** FranklinCovey 2007-10
- **Practical Training Certificate** Stonebow, Hospitality Training Foundation 2006
- **Developing Champions (Licensed Trainer)** Yum International 2005
- **Accelerated Learning** Leaps and Bounds 2005
- **Certificate in Training Practice** Chartered Institute of Personnel and Development 2003
- **Advanced Food Hygiene** Hygiene Audit Systems 2002
- **BA Honours Humanities Modular Scheme 2.i** University of Hertfordshire 1995 -98  
Double major in English literature and Philosophy with modules in Linguistics, Sociology, Computing and Psychology.
- **3 A' level** passes B to C Alperton Community School, 1993 – 95  
English literature, Psychology and Sociology
- **9 GCSE's**, all at A to C passes Alperton Community School, 1991 – 93
- **Group Training Techniques** Stonebow, Hospitality Training Foundation 1999
- **Essential Food Hygiene Qualification** The Royal Society of Health 1996
- **NVQ in retailing** London Chamber of Commerce & Industry 1996

## Key attributes:

- **An Excellent Communicator** – I have a high level and variety of communication skills, acquired through direct client contact, through my personal interests in NLP and building rapport. I am also an avid learner and implementer of influencing techniques. I believe that being honest and open makes communication naturally more effective too.
- **Passionate Drive to Deliver** – I have a growth mind-set, a desire to always do and learn more and am always self-motivated. I am passionate about whatever I choose to set my heart on and once I embrace something, I will strive for extraordinary results and outcomes.
- **Avid Learner** - I have an acute sense of self-awareness and objectivity regarding my personal strengths and development needs. I always want to grow to achieve more and work differently. I am confident in giving others feedback and coaching others to develop and grow themselves.
- **Highly Productive** – I am extremely self-disciplined and enjoy collaborating with others to obtain new and creative ideas. I thrive on challenges and am extremely organised, productive and get things done. I am able to focus my energy on the goals that make the greatest difference and challenge the things that don't.

## A bit about me:-

- I am a mother of 2 amazing children aged 21 and 17, married to my husband Robin for 24 years, an avid marathon runner and skier, an owner of 2 Retrievers, I am a Blood doner, gym goer, I am a Learner and Visionary and a proud business owner.

## My Work Values are:

**Integrity:** I will always know who I am and what I want. I will always seek out what I can be next. I will always challenge myself to live by my values and do the things that matter most first, especially in challenging situations.

**Passion:** To continually find the drive and desire to do what I want to do and walk confidently on paths not yet explored.

**Trust:** To be trusted by others because of who I am, what I say and what I do. My character will always be trustworthy and my intent ethical.

**Inspiration:** Igniting in others the desire to change and make a difference in their own lives too. To be an inspiration to others because of who I am and what I do.