




*“Helping organizations  
build the next generation of  
India’s leaders.”*



Leadership development | Organizational effectiveness  
[www.stillwater.co.in](http://www.stillwater.co.in)



*“ The real voyage of discovery  
consists not in seeking new lands,  
but in seeing with new eyes. ”*

*Marcel Proust*

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# Our specialization



*We've worked with more than **7500 high potential managers** (8 to 15 years experience) and have developed a deep understanding of the challenges faced by them. We are highly skilled in having conversations with high-potentials to challenge their existing beliefs and behaviours, get them to be open to feedback and work on building new mindsets and behaviours in a sustainable manner, to produce stretch results.*

*Our primary areas of focus are:*



## **Leadership effectiveness**

We conduct highly experiential and challenging self awareness programs in which managers become aware of the subconscious beliefs they have that get in the way of inspiring others and delivering results.



## **Executive coaching**

We provide skilled executive coaches that work with high potentials and senior managers over an extended period of time to support them transition to the next level of leadership effectiveness



## **Effective collaboration**

We work with managers to equip them with the skills and mindsets to have “crucial conversations” with internal and external stakeholders so that they build trust, collaborate effectively and produce the results they want.

# Our differentiator



1. Intellectual understanding



2. Self awareness



3. Emotional arousal



4. Choice



5. Declaration

Most leadership programs focus on just the first two steps. However we believe that for visible behavior change that impacts business in a sustainable way all 9 steps need to be completed

6. Planning

7. Practice

8. Maintenance

9. Completion



# 3. Our work



## Young leaders & trainees

We are India's premier leadership training firm for management trainees and young leaders. We deliver the leadership programs at this level for HUL, Aditya Birla, Godrej, Teach for India, HT Media, HDFC Life, Airtel, Tata Communications, BNP Paribas, RBS etc.



### *Sample program*

At HUL we delivered a three day program for 50 management trainees structured around a strategy negotiation team war game. Participants competed and collaborated with other teams and we interspersed game sessions with results debriefs and linkages to relevant leadership theory and typical work scenarios. This provided participants an engaging and valuable bridge from academic to corporate life.

## Mid level high potentials

Our work with mid level high potential managers (7+ years of experience) includes both comprehensive leadership development programs that take place over an extended period with coaching support, and shorter, customized, skill based workshops. Clients include CRISIL, HT Media, Kraft Foods, Jindal Steel, Idea Cellular, etc.



### *Sample program*

We worked with the top 40 managers of CRISIL as they looked to proactively develop the leadership mindsets and skills required to handle the dramatic increase in scale and complexity they expected to arise as they looked to increase their turnover tenfold in the next decade. The four month program involved leadership awareness and coaching skills workshops and six hours of executive coaching as they implemented their learning through a business project.

## Senior leaders

We have worked with over 300 managers at both HUL and the Aditya Birla Group, Senior Directors at CRISIL, Executive Directors at Indian Oil, top teams of Damco India, Groupon, Urban Ladder etc. We often collaborate with our international partners 'The Works Partnership', who provide us experienced experiential trainers on programs for very senior leaders (15+ years of experience).



### *Sample program*

We have partnered with ABG to roll out one of the largest most structured internal coaching certification programs in India. We also deliver their flagship leadership development program – consistently the highest rated program at their global learning centre since 2006.



# Our clients



*We always put our client's interests first. Please feel free to ask for references to check if they back up our claim.*

# Our team



## **KANISHKA SINHA**

- Multiple TEDx event speaker, author of the book 'The Game of Life' (a book on philosophy, psychology and behaviour change) and Professor at the Indian School of Business (ISB)
- Trained and coached senior leaders and high potentials from a wide range of countries including Malaysia, Thailand, Singapore, China, Japan, Senegal, Canada etc.
- Previously worked with Arthur Andersen, HUL and The Works Partnership.
- A Materials Science Engineer from Imperial College, London, Chartered Accountant and an MBA from ISB



## **GIRISH MANIMARAN**

- Professor of Business Communication at the Indian School of Business (ISB)
- Executive coach certified at the ICF PCC level by the Newfield Network.
- Delivered programs for global audiences of senior leaders in Singapore, Shanghai, Dubai, South Africa
- 14 years of diverse experience across Finance, Business Development, Training and Executive Coaching.
- Previously worked with HUL, HP and Tata Steel.
- A Chartered Accountant and an MBA in Finance from ISB, Hyderabad.



## **AVANTIKA SINHA**

- Executive coach certified by the Neuroleadership Group
- Coached the Indian Women's Cricket Team on mental resilience and teamwork before 2017 world cup where they reached the finals.
- Trained and coached high potentials at HUL, the Aditya Birla Group, BNP Paribas, Godrej, CEAT etc
- Previously worked as the Head of HR of the Akanksha Foundation.
- Corporate lawyer by training, worked with Wakharia & Wakharia.



## **ANASUYA MENON**

- Trainer and Executive Coach at Stillwater Consulting with experience of coaching high potential managers from Britannia, Diageo and Strides Shasun.
- Previously worked as Program Leadership Coach at Teach For India, responsible for developing personal effectiveness and leadership development for managers, senior managers and directors of the organization.
- Double major in Anthropology and Sociology with a minor in Psychology from St. Xavier's College, Mumbai & Credits in Organizational Behaviour and Peace and Conflict Studies from UC Berkeley, California.

# 8. Contact us



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