

Ella Nilakanthi Ford



Ella Nilakanthi is a qualified Coach with a background as an international executive. Over 25 years' experience as leadership consultant and executive coach, she has led US\$million mergers, acquisitions, restructuring and disposals in emerging markets prior to focussing full-time on leadership consulting. Subsequently, she has designed and delivered large global leadership development and business transformation programmes on all Continents.

Ella Nilakanthi combines depth of cross-sectorial, commercial knowledge in multiple sectors with a strong understanding of behavioural sciences and change management practises. Following a successful first career in Television, Advertising and Public Relations, she joined the energy and engineering sector including roles in £multi million restructuring, outsourcing and business transformation for British Gas. As Managing Director of a behavioural change consultancy, with operations in South East Asia and China, she focused on helping leaders build high performing teams and create environments for growth especially working across cultures. She set up businesses in worldwide. A believer in building internal capability for clients, Ella Nilakanthi brings an expertise in designing team development, coaching and mentoring programmes. She recently co-authored a book on Leadership and Neuroscience 'Performance Edge' and is completing a book on 'Leadership working across cultures'.

Example Projects

- Co-designed and delivered a challenging leadership programme for the top 500 leaders of a global engineering organisation which has created a shift from an autocratic culture to one of empowerment so adding commercial value to the organisation and contributing to an improved organisational health survey
- Coached individual entrepreneurs, senior leaders and chief executives in a range of organisations-Aviation & Aerospace, Financial and Professional Services, Infrastructure (Energy- Gas, Oil, Renewables, Solar; telecoms; water, rail, construction), Manufacturing & Engineering, Medical Devices, Pharmaceuticals and Healthcare, Media, Retail Results have included improved commercial performance, departmental efficiencies and cost savings, safety and production performance improvements, reduction in risk, engagement score improvement.
- Designed and developed an Asset performance improvement programme with Senior Coaching and Mentoring, Multiple Team building, Talent management and succession planning - offshore oil platforms. Significant results. UK, USA, Africa
- Designed and led intervention for US company on cross cultural breakdown at Indian subsidiary. Leadership coaching USA and India. 6 months to resolution.
- Pioneered an innovative programme to build a top talent pipeline and develop senior leaders whilst developing a collaborative 'cross sector' culture for 86 different contracting companies. By its 3rd year, several participants achieved promotion and were leading other assets globally. UK, Africa, USA
- Designed and facilitated Executive coaching and stakeholder engagement for market entry initiatives on \$500billion Aviation opportunities in emerging markets.
- Transformed business unit culture on 3 continents. Matrix teams \$US multi-million programme resulting in improved performance and increased employee satisfaction USA, Europe, Africa

Qualifications and Credentials

Brain Based Coaching (BBCS). ICF (current) Neuroscience Leadership Institute (NLI); Gestalt Coaching – Jim Ewing; Senn Delaney leadership Coaching; Landmark Coaching – Werner Erhardt; CIPD; Project Management – MSP, Lean/Six Sigma, Non-Executive Director role – IOD; MBA Henley; University of Leeds: BA Hons.