



Kam specializes in empowering senior leaders and executives with tools for success in complex, diverse, and inclusive workplaces. Her coaching enables her clients to develop increased **awareness, influence, and resilience**.

She brings over 25 years of corporate leadership and business transformation experience across verticals like Healthcare, Biotech, Consumer Goods. Her former employers include Thermo Fisher Scientific, Colgate-Palmolive, PepsiCo, and Citibank. She has experience working at start-ups and Fortune 100 companies, in roles that ranged

from analyst to senior executive, and Chief Financial Officer.

Kam is a certified executive coach with a Graduate Certificate in Executive Coaching (GCEC) from William James College in Boston. She has a master's in business administration (M.S.) and is a licensed Certified Public Accountant (CPA). She transitioned into coaching full-time in 2021. After volunteering with at-risk youth during the pandemic, she also donates pro-bono coaching to individuals from undeserved communities each week.

She lives in Somerville, MA with her husband Amit and dog Naya. She enjoys cooking, entertaining friends and family, and learning to play the violin. She is an active member of Toastmasters, two book clubs (fiction, coaching), and has a daily meditation practice.

### **Coaching Experience:**

Kam collaborates with leaders in corporations and non-profit organizations, empowering them to be more effective in building:

- **Awareness:**
  - clarifying leadership vision and goals
  - balancing expectations of multiple stakeholders
  - navigating complex organizational hierarchies
- **Influence:**
  - leaning into internal and external agency
  - building cohesive high-performing organizations
  - leading organizational transformations
- **Resilience:**
  - strengthening capacity for being proactive and agile
  - managing through key transitions
  - delivering results amid internal and external pressures

### **Recent Coaching Assignments**

**Transformational Coaching:** comprehensive coaching engagement focused on building critical competencies for success (6–9-month engagement)

At **start-up** organization (~50 employees)

- Client: C-Suite leader in business operations and strategy
  - **Challenge:** Recently promoted leader struggle to drive accountability in his team and effect change through his organization
  - **Coaching Focus:** Effective and clear communication, driving alignment in expectations, building trusting relationships, team empowerment and motivation
  - **Client Impact:** Improved team leverage, addressing key blind spots in delegation, increased team engagement and ownership

At **small-size** organization (~200 employees)

- Client: Executive Director (Regional CEO with an Advisory Board)
  - **Challenge:** Confidence to lean into her agency missing opportunity to shape both internal (organizational) and external (public facing) spheres of influence
  - **Coaching Focus:** reinforcing strengths, building awareness of leadership impact, connecting mission to core personal values and purpose, collaborative communication
  - **Impact:** Increased influence and impact, identifying and understanding what matters and why, more proactive communication, productive dialogues (vs. emails), and visible leadership

**Targeted Coaching:** Laser focused coaching on a specific issue or area (5-10 sessions)

At **mid-size** organization (~15,000 employees)

- Client: Segment Vice President and General Manager
  - **Challenge:** Exploring career transition options
  - **Coaching Focus:** Self-assessment vs. market needs to identify relevant transferable skills, building compelling resume and messaging for C-Suite role / interview with board of directors
  - **Impact:** Targeted and strategic search, client shortlisted as interview candidate for CEO role

### Qualifications & Affiliations

- Experienced in using coaching tools that include: MBTI®, VIA®, Collaborative Communication (NVC®), Immunity to Change®, LPI 360®, customized stakeholder interviews, leadership workshops etc.
- Graduate Certificate Executive Coaching William James College, MA (167 [ICF-ACSTH](#) hours) 2022
- Executive Functioning Deficit coach for underserved adults at [YearUp](#) Boston (pro bono) 2022
- Executive coach for Muslim women leaders at [LedBy](#) Foundation (pro bono) 2022
- Culturally attuned executive coaching with Leadership Education for Asian Pacific's ([LEAP](#)) 2022
- Communication and public speaking coach for young adults with [Vidya](#), India (pro bono) 2020
- Certified Public Accountant, State of Kentucky (KYCPA state award and ranking) 2001
- Master of Science, (Business Administration), Wichita State University, KS (GPA 4.0) 1996

### Coaching Approach



- **Resource based:** leveraging both client strengths and neuroscience/adult learning tools
- **Reflection driven:** expanding awareness by increasing clarity and understanding
- **Relationship focused:** fostering deeper connections and interpersonal relationships
- **Results oriented:** driving solution focused coaching towards tangible return on investment

### Testimonials

*“Kam asked thought-provoking questions and was always able to make connections between something I'd shared in a previous meeting. She helped me develop feedback loops and accountability structures that I could use moving forward. I have increased my self-awareness, am more comfortable exercising my strengths, and am unafraid to seek support for my growth areas. This was by far, the best thing I've ever done for my personal and professional development.”*

– Managing Director, National Career Development

*“It's not often you meet someone who has the power to truly move you. I sought an executive coach in a moment of need - for reflection, challenge, transformation. Working with Kam has exceeded every expectation. One of the more powerful concepts Kam shared is Collaborative Communication (her “C4” framework). It has given me a set of tools I use each day in navigating all sorts of conversations while also helping me understand more explicitly how I might build common ground with others. Her C4 workshop with my leadership team has pushed us to all consider what's at stake for others in moments of conflict, leading to more creative and effective interactions.”* – Executive Director, Regional CEO

*“Kam helped me navigate several challenges I faced professionally with a measured and thoughtful approach. She's a strong listener, has a wealth of experience to draw from, and is an incredibly clear communicator. This combo makes her especially helpful to highly motivated early career individuals like me. Her coaching helped me see other perspectives better and instilled some guiding principles in how I approach the workplace that I can draw upon on my own now.”*

– Engineering Leader, Start-up