

# MAHRUKH BANDORAWALLA

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Mahrukh Bandorawalla is a Professionally Certified Coach (PCC, ICF), with over 1000+ hours of coaching. Her primary area of coaching focuses on life transitions. Her experience of over 24 years in Human Resources, triggered a realization that every individual reaches various inflection points during one's career and personal life. She believes that coaching helps to harness and leverage the energy at these inflection points, in order to transform oneself and achieve one's potential.

She has coached individuals across levels in diverse industries like IT, Manufacturing, Pharmaceuticals, Banking & NBFCs, PR & Media and E-Commerce. She began her coaching journey in career transition coaching with individuals who were made redundant by large corporations. Transforming these individuals into confident professionals once more, and helping them make aspiration based decisions in seemingly desperate times, ignited in her the passion to walk the coaching path. Thereafter she has coached both corporate clients, as well as individuals. Many of her clients have gone on to assume higher responsibilities within 6 months of completion of the coaching.

She does extensive pro bono coaching with not for profit organizations locally, as well as globally with the UNICEF and UNDP. She has also coached students of Tata Institute of Social Science (TISS) and IIT – Mumbai.

In her corporate career as well as a consultant, she has worked across industries and levels to facilitate various OD initiatives in the sphere of leadership assessment, leadership development, coaching, competency modelling and performance management.

Mahrukh started her career in Thermax in 1995 in business HR, after which she joined Siemens Ltd. and grew to head Learning and Development. In 2006, she began her own HR consulting practice focusing on designing and executing meaningful interventions for sustainable change, both in individuals as well as in organizations.

She has been part of process labs by ISISD, is trained in Appreciative Inquiry by Dr. Neena Verma, Psychodrama and Insight Improv by Joel Gluck, Neuro Linguistic Programming by Sue Knight and is certified in Occupational Personality Questionnaire (OPQ) by Saville & Holdsworth.

She is an advisory board member at Share, an NGO working in the area of women's empowerment and actively involved in the field of adoption. She was on the Management Committee of the International Coach Federation's Mumbai Chapter and is an active member of CoachesForYou, an all India, pro bono coaching initiative started in response to COVID as well as a member of the International Association of Facilitators.