



PALLAVI RIDOUT

MBA, ICF-PCC | Founder, The ELM Advisory Group



EXECUTIVE LEADERSHIP & HIGH PERFORMANCE COACH

Keynote Speaker • High-Impact Facilitator • Emcee & Fundraiser
Former Global HR & Organizational Development Executive

KEY AREAS OF EXPERTISE

Strategic & Executive Leadership

- Strategic thinking and enterprise impact
- Leadership transitions
- Decision-making and prioritization

People Leadership

- Emotional intelligence
- Delegation, empowerment and accountability
- Team effectiveness and productive conflict

Influence & Communication

- Executive presence and influence
- Storytelling, presentations and public speaking
- Stakeholder influence and relationships

Organizational Effectiveness

- Leading through change
- Leadership development and team facilitation

Meeting Facilitation

- Leadership retreats and executive offsites

WHO I COACH

- C-suite, SVPs & VPs
- Senior Directors & Directors
- High-potential leaders

EXPLORE MY WORK

(Click on links below)

- [Executive Coaching](#)
- [Speaking](#)
- [Testimonials](#)
- [LinkedIn](#)

HELPING ACCOMPLISHED LEADERS GROW THEIR IMPACT

I work with accomplished leaders who know how to deliver results. As their responsibilities expand, however, the expectations change. Success increasingly depends on how they set direction, develop people, influence stakeholders and make decisions beyond their own function.

The strengths that got them here may not be enough to take them further. That is where I come in.

MY EXPERIENCE & APPROACH. YOUR GROWTH.

After more than 20 years leading corporate HR, talent and organizational effectiveness, I chose to leave a successful career to lead a life of no regrets and focus on what I find most rewarding: helping leaders and teams achieve greater performance and personal excellence.

In senior global roles at Warner Bros. and ICANN, my responsibilities spanned 34 countries. I navigated change, competing priorities, complex stakeholders and the tension between today's results and tomorrow's opportunities. I bring that firsthand perspective to every coaching engagement.

My coaching is personal, candid and practical. I build trust, ask challenging questions and help leaders examine not only what they do, but how they show up, how they are perceived and the impact they have on others.

That may mean helping an executive think more strategically, lead through others or build trust. For leaders strengthening their executive presence, I also coach storytelling, presentation structure, delivery and speaking confidence through candid feedback and practical rehearsal.

Ultimately, I help leaders close the gap between their intentions and their impact, translating self-awareness into observable, sustainable change.

SELECTED COACHING OUTCOMES

CRO effectiveness. Helped a senior operations leader refine communication, bring more ease to leadership and scale impact through the team.

SVP effectiveness. Strengthened an operations-focused SVP's people leadership, emotional intelligence and team climate.

Career progression. Helped a Senior Director address stakeholder perceptions and advance to a higher-level role.

VP leadership effectiveness. Helped a global executive overcome self-limiting beliefs, strengthen self-awareness and confidence, and lead with greater intentionality, clarity and effectiveness.

WHAT SETS MY WORK APART

- **Global Leadership:** 20+ years in senior HR roles spanning 34 countries, navigating business priorities and executive stakeholders.
- **Executive Presence & Communication:** Award-winning Toastmaster, keynote speaker and emcee; expertise in storytelling and audience engagement.
- **Entrepreneurial Leadership:** Built an advisory practice through business judgment, trust and strategic relationships.
- **Executive Facilitation:** Align competing stakeholders and guide executive teams toward decisions and action.
- **Developing Future Leaders:** University mentor and guest speaker, building confidence, strategic thinking and speaking skills.
- **Social Impact:** Charitable gala emcee and fundraiser, helping nonprofits raise approximately \$5 million over four years.

CREDENTIALS

- MBA, George Washington University
- International Coaching Federation, (ICF) PCC
- FranklinCovey Coach Panel
- Hogan Assessments (HPI, HDS, MVP)
- DiSC / Agile EQ / Conflict
- Five Behaviors
- 50 Ways to Fight Bias
- Prosci/ADKAR - Change Management
- Korn Ferry: Emotional, Leadership and Organizational assessments (ECI, ILS & OCS)
- Level Four – Improv

CONNECT WITH ME

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HOW I WORK

I start by aligning with the executive and, where appropriate, their sponsor on what success looks like. Based on the assignment, I integrate stakeholder interviews, 360-degree feedback, Hogan or other assessments, confidential coaching, between-session application and progress reviews. The goal is not simply insight, but changes colleagues and stakeholders can experience.

WHAT CLIENTS SAY

“Pallavi’s coaching generated results for me in just a matter of weeks. Pallavi’s style in our sessions was relaxed, but targeted.

She would question, and push, always with kindness and respect. As a result of Pallavi’s coaching, I prioritize better and act with less freneticism. She introduced me to the idea of being a multiplier, and I think about that often day to day when engaging with my team.”

— **Head of North America Operations | CRO**

“We emerged each time with a step-function improvement in our ability to think, act and achieve results as a more cohesive team.”

— **CIO, Global Domain and Internet Industry**

“Her coaching strategies around effective communication, people leadership, empowerment, and influencing skills helped me build more trust with my team and peer stakeholders...”

— **Managing Counsel, Oil & Gas industry**

“Her thoughtful questions and practical feedback helped me see what mattered most and how to communicate it more effectively. Beyond crafting the speech, our preparation helped me feel more confident in how I wanted to show up and deliver it. I walked away with a stronger talk and a clearer understanding of how to connect with an audience.”

— **CEO, Author, Speaker & Podcast Host**

COMING IN 2027 | LEADING A LIFE OF NO REGRETS

My forthcoming book draws on pivotal life decisions, personal experiences and practical frameworks to explore living with greater intention, courage and purpose. It is about moving beyond imagining the life we want and taking meaningful steps to create it.

FUN FACTS

I am an avid world traveler and have visited 30 countries. In 2019, as a part of the “*Leading a Life of No Regrets*” journey, my 9-year-old and I embarked upon an “Around the world in 80 days” trip and covered 3 continents, 13 countries and 27 cities. People, cultures and places fascinate me! I truly believe travel opens our perspective and enables us to be responsible global citizens.