

Shreya Sarkar-Barney, Ph.D.

Coach and Trusted Advisor
CEO and Founder, Human Capital Growth

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I am an organizational psychologist, executive coach, and human capital consultant who collaborates with senior leaders charged with leading mission-critical initiatives. I help my clients go from uncertainty, chaos, and frustration to clarity, confidence, purposefulness, and strong performance.

For over 20 years, I have had the privilege of assessing and coaching several hundred leaders in four continents, a dozen industries, and a wide array of situations. This has helped me develop deep mental models on leadership and informs my coaching approach.

In each coaching engagement, I work toward quickly understanding the business context, my client's goals, and their hopes, all along focusing on building trust. Utilizing findings from the science of leadership and management, I help leaders reduce the noise and focus on the few elements most essential for their success. To help achieve goals, I use a wide array of methods, including metacognition, which promotes improved reflection, self-regulation, and deliberate action. My evidence-based approach enables my clients to accelerate their growth and advancement. I am most fulfilled when my clients gain confidence and optimism, seeing visible signs of improvement. It provides an opportunity to pause and celebrate and, of course, quickly move to work on their next challenge.

I work in 6 months, 12 months, and 18-month engagements, and my coaching includes assessments and 360 interviews.

Coaching case examples and client feedback

Coached the CEO and leadership team of a market-leading healthcare technology firm to address conflict productively and remove barriers to operational effectiveness.

"Our team not only gained an understanding of the challenges we were experiencing regarding conflict and our inability to constructively deal with it, but we built trust and gained a deeper understanding of each of our team members through our work with Dr. Sarkar-Barney"

Partial List of Clients

3M	Ecolab
Adobe	General Mills
Brightree	Meta (Facebook)
Carl Zeiss	Merck
Cisco	Pentair
CNO Financial	Polaris

Coaching Expertise

- Hipos preparing for GM/CFO/CEO roles
- Leaders transiting to new roles/regions
- Leaders/leadership teams in conflict
- Leaders leading during a crisis
- Leaders responsible for a turnaround
- Leaders with hubris
- Leading global/virtual teams
- Product managers working in cross-functional teams
- Operationally strong leaders needing to grow strategic orientation
- Onboarding coaching
- Strategic leaders who lack people management skills
- Technical leaders needing to broaden leadership skills
- Women leaders aspiring for career advancement

Clients Coached**Roles:**

President, managing director, general manager, country manager, VP, CFO, CTO, controller, engineering leader, director, product manager, plant manager, lead IP counsel.

Functions:

Engineering, data science, manufacturing, technology, infrastructure, R&D, supply chain, procurement, sales, marketing, finance, HR, legal, principal scientists

Regions:

16 countries across North America, Europe, Australia, Asia, and the Middle East.

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Coach to the head of global marketing and sales learning of a \$70 billion technology firm facing imminent risks due to internal conflict, high turnover, and demands to expand capacity without adding headcount.

"Thank you, Shreya. Super helpful. I appreciate you providing a set of recommendations as well – we've already expanded on our decision-making framework to make it easier for the team to align on business priorities, learner centricity and impact."

One-year follow-up with the leader's HR Business Partner

"She is doing great and so is the team. They have started to really form!"

Coached the head of external discovery operations of a \$40 billion pharmaceutical firm responsible for turning around a multimillion-dollar failing collaboration. Subsequent to this engagement with the leader and his team, the cross-border partnership continued for several years, delivering multiple pre-clinical candidates and patents worth several billion dollars.

"We are extremely happy working with you. You analyzed our issues and recommended an approach I had not considered. We are in a better place today."

Background

Shreya is the CEO and founder of Human Capital Growth Inc., a talent management firm with bases in the US (San Francisco Bay Area) and India (Pune and Mysore). In her prior roles, she led global leadership development at Levi Strauss and Co., and training and organizational effectiveness at Dendrite International. She was previously a visiting scholar and lecturer at the University of California, Berkeley.

Expertise and qualifications

- Ph.D. in Industrial and Organizational Psychology from Bowling Green State University
- Graduate of the University of California Entrepreneurship Academy
- Completed MBA coursework in marketing and finance at the Haas Business School of UC-Berkeley.
- Board member, City of Vacaville Economic Development Council

Certifications

Hogan Assessments (HPI, HDS, MVPI)

Certified in PDI 360 Profiler

Trained in conducting individual assessments, feedback, and coaching by Sperduto and Associates

Use a variety of evidence-based tools including Zenger Folkman 360 Feedback, Watson Glaser, Wonderlic, PSI -EAS assessments, CPI, 16PF, OPQ, and SHL's aptitude tests

Developed science-based assessments and certifications in these areas:

'Big Five' based personality

'Full-range transformational leadership

'Trustworthiness'

'Team Diagnosis'

'Global Orientation'

Talent and Human Capital Management