



**Dr. Anuradha Chawla** is a Principal in the Toronto office. In her role, Dr. Chawla serves as a senior advisor to senior executives on some of their most difficult leadership challenges. As an advisor and executive coach, she specializes in succession planning, executive selection and on-boarding executives to help them manage predictable yet crucial challenges of the first year. She has successfully advised Boards on CEO-succession issues and

supported the successful integration of new CEOs. She has also worked with the C-Suite on their high-potential development initiatives. Her work also includes providing insight to private equity firms about the management teams, as part of the pre-deal due diligence process.

Dr. Chawla has been consulting to executives for nearly two decades. Prior to joining Kilberry, Dr. Chawla was a senior consultant at the Toronto offices of Right Management (part of the Manpower Group of Companies), where she led the coaching and assessment practices for Canada. Previously, she worked at RHR International, Development Dimensions International, and Price Waterhouse Coopers. While she has worked with a wide range of industries in the public and private sectors, some of her key clients have come from the Financial Services (Insurance), Food and Beverage (Manufacturing and Retail), and Biotech/Medical Services. Examples of clients include: Manulife Financial, The Co-operators, Munich Re, Bank of America, General Mills, Corby Distilleries, the LCBO, Sanofi Aventis, Baxter, Pfizer, Alcon/Novartis, Grifols.

Dr. Chawla was awarded an M.A. and Ph.D. in Industrial-Organizational (I/O) Psychology from the University of Guelph in Ontario and a B.A. in Psychology from the University of British Columbia in Vancouver. She has published articles in journals such as the Leadership and Organizational Development Journal and Applied Human Resource Management and conducted presentations with the CHRO Summit and CHRP on succession, coaching and high-potential development.

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