



Kruti Kapadia

COACH & CONSULTANT

"Kruti has a strategic mindset focused on tactical steps for achieving goals, and the emotional intelligence to decode challenging interpersonal relationships at work. A major goal of mine was promotion to VP — I was promoted during my coaching experience, and I developed entirely new ways of thinking about influence. I would wholeheartedly recommend her."

- Deniece Peterson, VP of Market Analysis, Deltek

AT-A-GLANCE

- **INDUSTRY EXPERIENCE:** Enterprise Technology | Federal Government | Management Consulting | Professional Services | Financial Technology
- **16+ years** leading complex, cross-functional engagements and coaching senior technology leaders through enterprise leadership transitions
- **Clients include** Department of Labor, Department of Defense, IRS, Deltek, Adobe, PayPal
- **Functional depth to enterprise authority** — building commercial confidence, cross-functional influence, and market-facing executive presence
- **Empowers clients to** own revenue conversations, drive alignment without direct authority, and make high-stakes decisions with clarity and confidence

Kruti Kapadia specializes in coaching senior technology leaders through one of the most demanding transitions in business: from technical or functional expert to enterprise leader.

Her path into this work was a progression, not a pivot. Over 16+ years at Booz Allen Hamilton, she led large federal engagements — managing teams of 35+ and coordinating across 200+ stakeholders spanning 17 agencies. She ran executive briefings, led strategic planning offsites, and drove alignment across workstreams where authority was rarely clear. That work surfaced the same pattern: leaders who understood their domain deeply but struggled to speak for it in high-stakes settings where technical fluency alone wasn't enough. The gap was rarely capability. It was identity — the readiness to stop being the expert in the room and start leading it.

She has coached senior leaders at enterprise technology companies including Deltek, Adobe, and PayPal. Her work focuses on building the three capabilities that most often stall the transition: leadership range across commercial, customer, and board-level settings; cross-functional influence without direct authority; and the executive presence to lead with clarity and conviction — setting the rhythm, prioritization, and decision-making cadence that enterprise leadership demands.

Her style is warm but challenging. She meets clients where they are — then pushes. She'll offer a direct perspective when a question alone won't move the work forward, and she'll hold the line when a client is avoiding something hard. The measure of success is simple: a client making a hard call they would have avoided six months ago.

Kruti holds an ICF Professional Certified Coach (PCC) credential and a Change Management Advanced Practitioner certification from Georgetown University. She doesn't coach leaders to feel better about where they are. She coaches them to get where they need to be.

