

From 0 Recruiter Engagements to a Senior Leadership Offer

How Shilpa J., a Global Program & PMO Head, went from a generic application footprint to an executive-level breakthrough through strategic positioning.

1 Offer

Secured via Executive Branding

0 → 26+

Recruiter Engagements

841

Naukri Search Appearances

TRUSTPILOT ★★★★★ VERIFIED

**Shilpa**

GB • 5 reviews

**Thank you**

I have been working with LeadershipAura this past year and the experience has been great.

The resume writing team along with the job application team headed by Sahil did a wonderful job.

Constantly keeping in touch, making adjustments to plans as per market shifts and guiding me through the process.

I would definitely recommend the services to anyone looking to navigate this complex job market

Published Trustpilot review.

“

"The Executive Branding System and strategic roadmap completely transformed how my profile was perceived. The team positioned my 15+ years of global transformation and PMO leadership clearly, helping me break through the noise. I finally secured an executive-level offer and a high-intent pipeline of senior interviews."

Shilpa J. | Global Program & PMO Head - 2026

100%

Managed Execution

**Program Director /
Transformation Director**

Role Achieved

LeadershipAura

Partner

SECTION 01

Client Background

An accomplished executive whose deep transformation expertise was failing to communicate her high-impact enterprise governance outcomes.



Shilpa J.

Global Program & PMO Head

~15 Yrs Exp

Enterprise Transformation

Multi-Country Portfolios

CURRENT ROLE

**Program Director |
Transformation Director**

TARGET ROLES

**PMO Head | Strategy
Execution Leader | GCC
Transformation Lead |
Enterprise Program Manager**

PREFERRED LOCATIONS

**Global / India / Multi-
Country Hubs**

LINKEDIN

**Active / Unoptimized
Pipeline**

The Starting Point

Shilpa J. is an accomplished strategic leader with 15+ years of extensive experience directing multi-country enterprise transformations, managing 10 parallel workstreams, and partnering with international CXOs and senior stakeholders across India, Germany, Switzerland, Poland, Japan, and Korea. Throughout her career, she has governed critical portfolios, driven Agile transformations, and led large-scale enterprise execution. Despite her stellar track record in steering complex organizational changes, her career growth had hit an unexpected roadblock.

Her existing resume was responsibility-heavy, burying her actual impact, global scope, and strategic value under a list of everyday operational tasks. She reached out to our team for specialized executive optimization under our Executive Branding System. What followed was a data-backed strategic repositioning that took her profile directly to top-tier decision-makers, turning her background into a high-impact leadership presence.

SECTION 02

The Real Challenges She Was Facing

Not a capability problem. A structural execution, discoverability, and active pipeline problem.

01

Experience is Not Aligned with Target Leadership Roles:

While she was managing multi-country portfolios and steering high-level governance, her old profile lacked explicit executive branding, framing her as a task-focused manager rather than an enterprise transformation leader.

02

Global Exposure & Stakeholder Value Not Highlighted:

Her extensive cross-border collaboration with CXOs and GCC leaders across Europe and Asia was understated and lost inside dense paragraphs.

03

Low Market Discoverability & Zero Inbound:

LinkedIn and Naukri profiles suffered from generic positioning, resulting in zero recruiter reach-outs and no meaningful senior-level traction.

04

A visibility, positioning, and boardroom articulation problem:

Shilpa was applying to premier leadership roles but hearing absolutely nothing back. Her applications were getting lost in Applicant Tracking Systems (ATS) and recruiter queues because her macro leadership metrics and transformation impact weren't front and center.

SECTION 03

Gaps Identified via Our Positioning Framework

■ Strategic Value Overshadowed by Execution Focus:

Shilpa's 15+ years of enterprise transformation and high-level governance were framed around routine delivery rather than macro-level enterprise restructuring, PMO maturity, and Agile leadership.

■ Global Multi-Country Scope Not Amplified:

Cross-border portfolio management across India, Germany, Switzerland, Poland, Japan, and Korea was buried in text blocks rather than positioned as a core asset for international GCC mandates.

■ Ambiguous Senior Executive Positioning:

Absence of tightly targeted, keyword-optimized executive titles left her trajectory unclear to corporate ATS filters and executive search teams looking for specific transformation leaders.

■ Invisible Digital Presence:

Low visibility and generic alignment across LinkedIn and Naukri caused zero recruiter reach-outs and blocked relevant senior leadership opportunities from reaching her pipeline.

SECTION 04

Our Structured Approach

Three defined stages. Each with a clear, visible deliverable.

STEP 01

JD Research & Gap Analysis

We research relevant live job descriptions across target roles, industries, and companies to understand current hiring expectations. We identify recurring keywords, responsibilities, KPIs, and leadership requirements, then compare them with the professional's existing experience to identify positioning and experience gaps.

STEP 02

Profile Rebuild

We rebuild the complete professional profile to align with target roles and current hiring expectations. This includes an ATS-ready resume, stronger executive positioning, achievement-led content, LinkedIn optimization, Naukri optimization, and a professionally structured cover letter.

STEP 03

Job Search Strategy & Roadmap

We handed over the exact, battle-tested action plan proven to drive results much faster. Rather than navigating the market blindly, she executed her job search step-by-step according to our strategy—proactively managing applications, tracking target opportunities, and converting outreach into a steady, reliable stream of interview calls.

Actual screenshots from the engagement. Names and contact details fully redacted.

These are actual recruiter emails, LinkedIn messages, and application updates that came in after we started managing her job search.

The screenshot shows a Gmail inbox on a desktop. The selected email is from 'InterviewBuddy' (interviewbuddy@gmail.com) with the subject 'Reminder: Hurry up! Your interview window opens in 1 hour'. The email body contains the following text:

Dear _____,

We hope this message finds you well. We are excited to invite you to the next phase of our recruitment process as listed in the [Candidate Shortlist](#). As part of our recruitment process, it is an advantage to utilize new tools and technologies to promote efficiency. In line with this spirit, the interview process will take place through **Barix Moderated**, an advanced artificial intelligence (AI) interviewing module. This innovative approach allows us to efficiently and fairly evaluate your qualifications and potential fit for the **Enterprise Architect - Digital Transformation** position.

Below, you will find the important guidelines and instructions for completing the Barix Moderated interview. Please read this email carefully and ensure you follow the steps outlined to ensure a smooth and successful experience.

[Interview Guidelines](#)

Interview Steps:

The screenshot shows a Gmail interface. The top bar includes the Gmail logo, a search bar, and navigation icons. The left sidebar contains a 'Compose' button, a list of folders (Inbox, Starred, Drafts, Sent, Trash, Spam, Promotions, Updates), and a 'Labels' section with 'Subscription' and 'Review Policy'. The main content area displays an email from 'Senior Program Manager' with the subject 'Pre-screen | Senior Program Manager |'. The email body contains the following text: 'Thank you for your interest in the Senior Program Manager role at Exper. We're excited to learn a little more about you before we proceed. Please click a few details using the link below.' Below this is a blue link 'https://www.exper.com/apply/1234567890'. The email continues: 'Once we review your application, our team will be in touch about the next steps. Looking forward to connecting! People Team - Exper'. At the bottom of the email are two buttons: 'Reply' and 'Forward'.

The screenshot shows the 'Acknowledgment Email: Right to Represent : GCC Project/Program Manager : Arvind Leland : Ahmedabad' page. The page has a sidebar with navigation links like 'Dashboard', 'Project', 'Task', 'Calendar', 'Reports', 'Settings', and 'Help'. The main content area displays project details for the 'GCC Project/Program Manager'. A table titled 'Upcoming milestones over the call cover dates' is visible, listing tasks like Country Name, Lead ID, and various dates.

Upcoming milestones over the call cover dates	Details
Country Name	India
Lead ID	123456
Task Name	Task 1
Task ID	123456
Task Name	Task 2
Task ID	123456
Task Name	Task 3
Task ID	123456
Task Name	Task 4
Task ID	123456
Task Name	Task 5
Task ID	123456
Task Name	Task 6
Task ID	123456
Task Name	Task 7
Task ID	123456
Task Name	Task 8
Task ID	123456
Task Name	Task 9
Task ID	123456
Task Name	Task 10
Task ID	123456

[illegible][illegible]

Leadership Opportunity - General Manager - Transformation office lead View Details

CSC Technology Solutions

Job Title

Are you looking to join for an opportunity of **General Manager - Transformation office lead** with **CSC Technology Solutions** located for Pune Location?

Job Summary

CSC Technology Solutions is seeking an experienced General Manager (GM) to lead our Transformation office. The GM will be responsible for driving the transformation of our business, ensuring that our operations are efficient, effective, and aligned with our strategic goals. The GM will also be responsible for managing the Transformation office, ensuring that it is well-organized, efficient, and aligned with our strategic goals. The GM will also be responsible for managing the Transformation office, ensuring that it is well-organized, efficient, and aligned with our strategic goals.

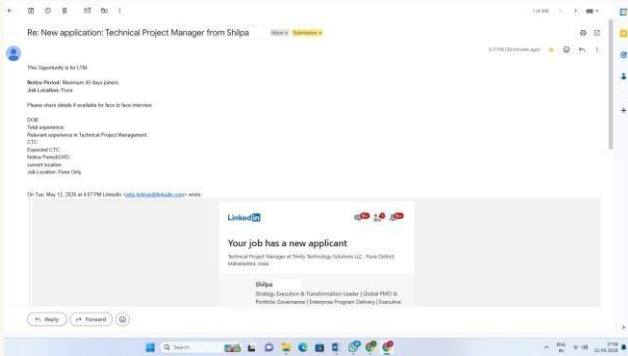
Key Responsibilities

- Develop and implement the Transformation office's strategic plan, ensuring that it is aligned with the company's overall strategy.
- Manage the Transformation office's budget, ensuring that it is within the company's overall budget.
- Lead the Transformation office's team, ensuring that they are well-organized, efficient, and aligned with the company's overall strategy.
- Manage the Transformation office's relationships with external stakeholders, ensuring that they are well-organized, efficient, and aligned with the company's overall strategy.
- Monitor and report on the Transformation office's performance, ensuring that it is well-organized, efficient, and aligned with the company's overall strategy.

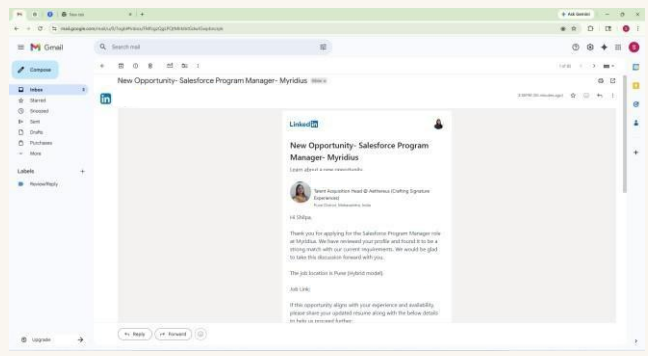
Qualifications

- Minimum 10 years of experience in a similar role.
- Strong leadership and management skills.
- Excellent communication and interpersonal skills.
- Strong analytical and problem-solving skills.
- Strong organizational and time-management skills.

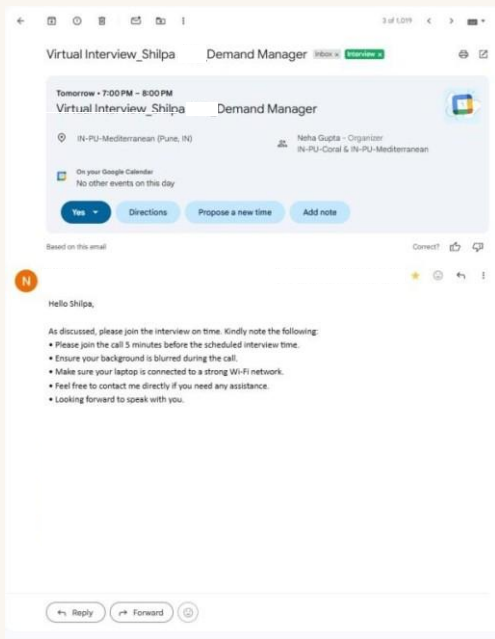
✦ EMAIL INBOUND | PROJECT MANAGER



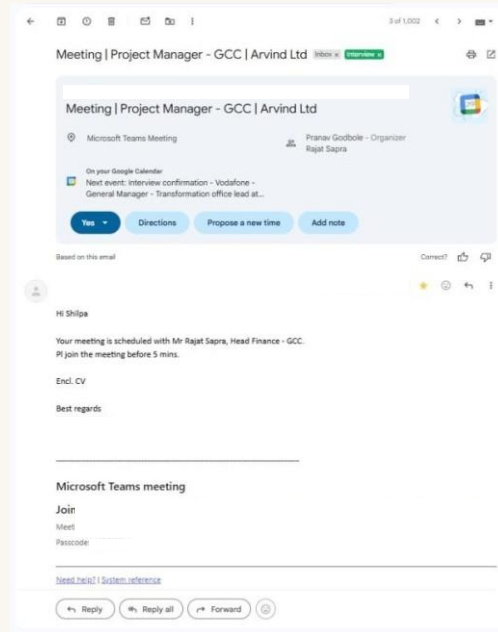
✦ EMAIL INBOUND | SALESFORCE PROGRAM MANAGER



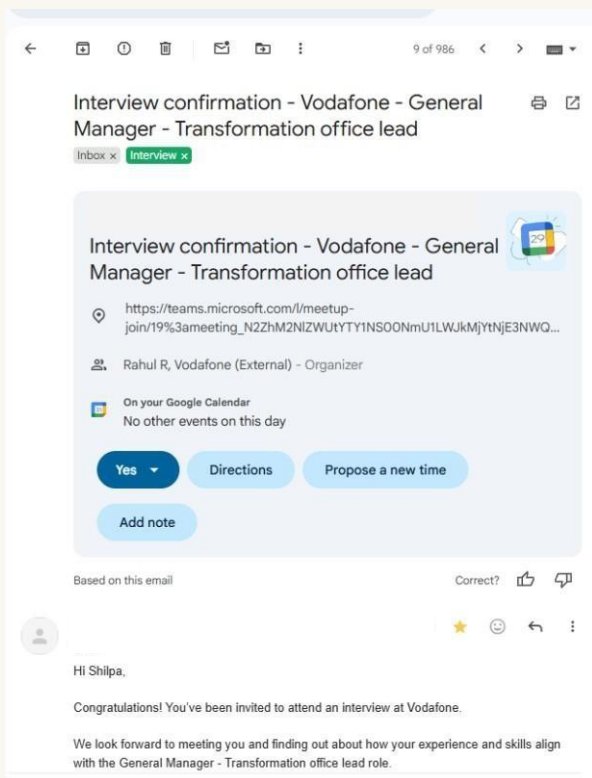
✦ EMAIL INBOUND | DEMAND MANAGER



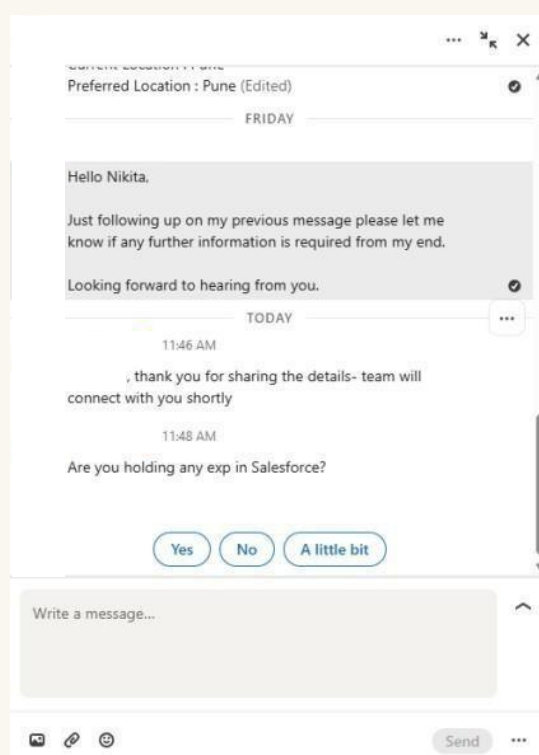
✦ EMAIL INBOUND | PROJECT MANAGER



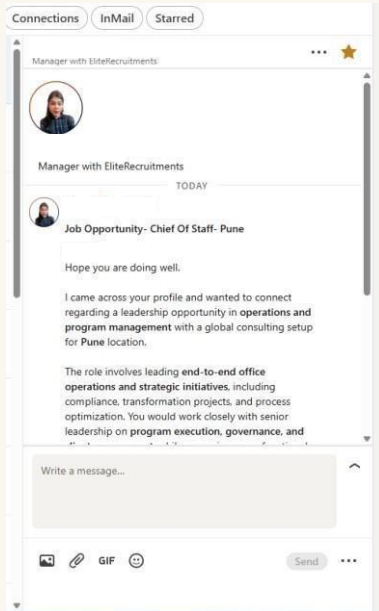
✦ EMAIL INBOUND | GENERAL MANAGER



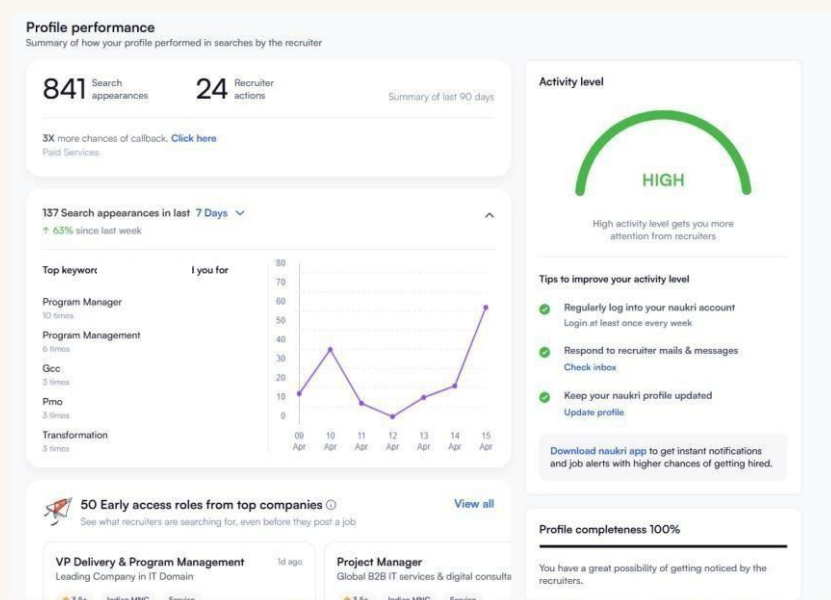
✦ LINKEDIN | RECRUITER OUTREACH



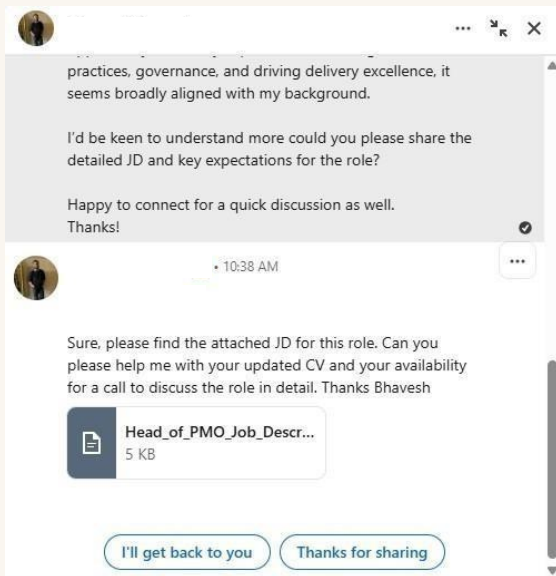
◆ LINKEDIN | RECRUITER OUTREACH



◆ NAUKRI | PROFILE PERFORMANCE



◆ LINKEDIN | RECRUITER OUTREACH



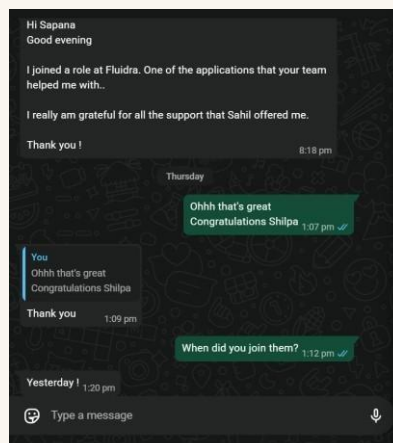
PROOF OF EXECUTION | LINKEDIN OUTREACH & APPLICATIONS

Real Conversations.

◆ WHATSAPP CONVERSATION



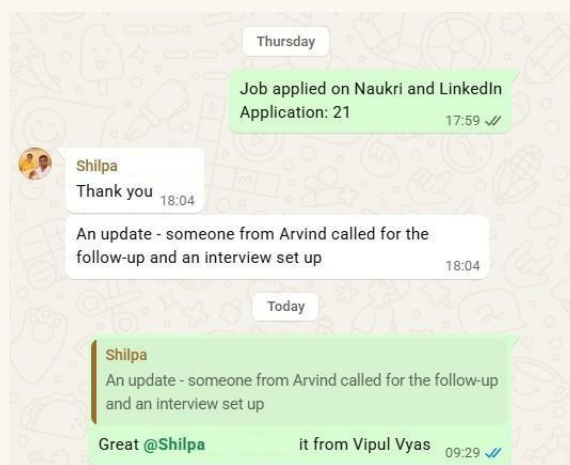
◆ WHATSAPP CONVERSATION



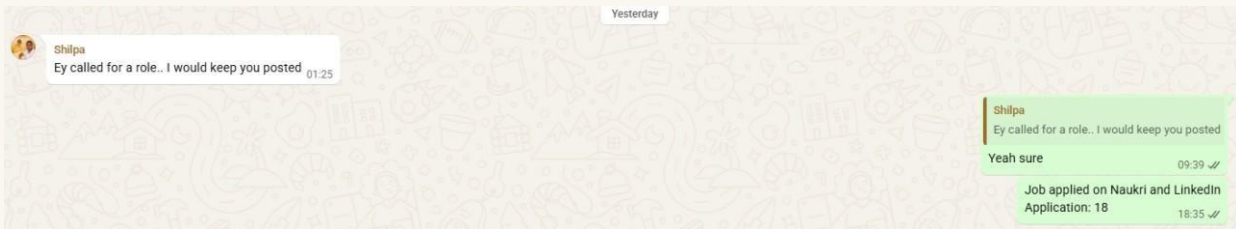
✦ WHATSAPP CONVERSATION



✦ WHATSAPP CONVERSATION



✦ WHATSAPP CONVERSATION



SECTION 06

Resume: Before vs After

The same 5-year career. A completely different executive story.

✗ BEFORE | Generic and Task-Focused

SHILPA Phone: 91-9888888888 Email: shilpa@gmail.com LinkedIn Transformation Consultant, Agile Coach, Change Agent, Entrepreneur, Master's in business management.	
Business Transformation & Program Governance Professional Business Transformation Enabler Strategic Consultant Leadership Researcher Trainer & Facilitator	
- Successfully initiated leadership programs and established high-performance teams, thereby increased trust and quicker problem solving (internal & external) within set budgets - Designed, and delivered leadership training programs from scratch to manage conflicting priorities and innovate existing operations - Accomplished in expanding a portfolio of large-scale programs; led 3 large scale agile transformation (including one at global bank)	
PROFILE SYNOPSIS - Extensive industrial experience in leading transformation programs, providing strategic consulting, and collaborating with executives, global partners, and stakeholders. - Expertise in optimizing operations, implementing cost-control measures, and developing structured roadmaps to enhance efficiency and scalability. - Visionary approach to translating business needs into opportunities, ensuring seamless execution of multi-million-dollar programs while managing risks, dependencies, and budgets. - Skilled in driving transformation initiatives, streamlining processes, and leading change management efforts for long-term impact. - Strong capability in facilitating knowledge transfer through innovation workshops, conflict resolution, and process improvements while maintaining quality and budgetary alignment. - Adapt at handling escalations, conducting workshops, and addressing capacity needs to enhance customer experience through collaboration with key decision-makers and consultants.	
SKILLS: Program Management Business Transformation Project Scoping, Planning & Execution PMO Department Leadership Operational Excellence Strategy Development Change Management Cost Control Process Improvements Stakeholder Collaboration Requirement Gathering Business Analysis New System Deployment Team Leadership Training & Development Resource Planning Business Coaching Story Telling	
CERTIFICATIONS - PRINCE2 Foundation & Practitioner (ITIL Foundation) - PSM & CSM - Google Project Management - Microsoft Certified Azure Fundamentals (AZ-900)	
WORK EXPERIENCE	
Program Manager – Program Management GRC Pune July 2025 – Present	
Leading projects and programs in Governance, risk and controls department for global organization.	
Program Manager – Strategy and Transformation Webasto India May 2023 – June 2025	
Business Transformation Initiatives - Travelled to Germany to engage with diverse stakeholders, successfully fostering business trust and securing the company's first work package within just 15 days. - Designed and implemented a comprehensive feedback management system, leading to a 50% reduction in overall workplace conflicts. - Served as a Leadership Trainer, mentoring Gen Z and Gen Alpha employees, resulting in a 20% improvement in employee retention. - Provided Executive Coaching to accelerate GCC growth, cutting the setup-to-expansion cycle time by 50%. - Built and mentored 50+ high-performing teams by driving agile awareness sessions and enhancing stakeholder engagement. - Led and trained a team of emerging leaders to establish a strong professional network, ensuring successful GCC stabilization.	
Strategic Business Expansion & Operational Excellence - Advise the GCC Head on departmental expansion and act as a business coach to define long-term strategies. - Conduct brainstorming sessions for executives, utilizing frameworks like Liberating Structures and Six Thinking Hats to drive actionable outcomes. - Oversee multiple rollouts from initiation to completion, ensuring adherence to program criteria, SLAs, budgets, and quality standards. - Streamline techno-functional operations through optimized unit resourcing, KPI tracking, and stabilization efforts as the PMO Department Head. - Enhance consultation effectiveness by integrating technology solutions, cognitive automation, training delivery, and risk control measures. - Develop workable solutions by identifying and addressing techno-functional challenges, business needs, & operational viability gaps.	
IT Program Leadership & Agile Transformation Lead enterprise-wide IT programs, ensuring alignment with business objectives and client needs within integrated business and technology landscapes using Agile & Scrum best practices.	
Shilpa Resume Confidential	

✓ AFTER | Global Program & PMO Head Narrative

SHILPA PROGRAM DELIVERY, STRATEGY EXECUTION, AND TRANSFORMATION LEADER 15+ yrs across Global Enterprises Portfolio Governance, Strategy Execution, Business Transformation 10 Workstreams Led 180+ Hours Saved Monthly Global Delivery (India, Germany, Switzerland, Poland, Japan, Korea)															
Pune, India +91-9888888888 shilpa@gmail.com www.linkedin.com/in/shilpa															
Executive Summary	Program and transformation leader with 15+ years of experience leading portfolio delivery, PMO governance, and enterprise transformation across global organizations. Delivered cross-functional programs using Agile, Waterfall, and Hybrid methodologies across India and international markets. Strengthened executive discipline through structured governance, executive reporting, escalation frameworks, and defined operating cadence. Strong depth in OKR roadmapping, steering governance, delivery metrics, change management, and scaling PMO practices in complex, multi-stakeholder environments.														
Core Expertise	<table border="0"> <tr> <td>Portfolio Delivery</td><td>PMO Governance</td></tr> <tr> <td>Strategy Execution</td><td>Executive Reporting</td></tr> <tr> <td>Cross-Functional Leadership</td><td>OKR Road mapping</td></tr> <tr> <td>Escalation Management</td><td>Delivery Financials</td></tr> <tr> <td>Operational Excellence</td><td>Vendor and System Integration</td></tr> <tr> <td>Team Mentoring</td><td>Stakeholder Communication</td></tr> <tr> <td>Change Management</td><td>Agile Transformation</td></tr> </table>	Portfolio Delivery	PMO Governance	Strategy Execution	Executive Reporting	Cross-Functional Leadership	OKR Road mapping	Escalation Management	Delivery Financials	Operational Excellence	Vendor and System Integration	Team Mentoring	Stakeholder Communication	Change Management	Agile Transformation
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Tools	Jira Excel PowerPoint Power BI MS Project Tableau SharePoint Smartsheet														
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What Specifically Changed

The Executive Header Transformation:

Changed her basic header into a sharp title: Program Director | Transformation Director | PMO Head, making her target instantly clear the moment someone opens her resume..

The Power Metrics Block:

Brought her key career highlights—like multi-country portfolio scale, managing 10 parallel workstreams, and international CXO stakeholder management—right to the top so recruiters see her true enterprise value immediately.

Action-Oriented Impact Framing:

Instead of listing boring everyday tasks, we rewrote her work history to show actual enterprise business results, shifting her focus from routine execution to high-level strategic transformation and governance.

Introduction of Core Expertise Infrastructure:

Added a clean keyword section highlighting her core skills in enterprise transformation, PMO governance, Agile delivery, and multi-country strategy so she easily passes automated ATS software filters.

Ready to be found? Start with a 7-Second Executive Scan™

www.leadershipaura.com · [Connect with Sapana Nikhade on LinkedIn](#)