

SUNIL KUMAR MADDIKUNTA

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I help organizations unlock the full potential of their people, because great leadership doesn’t just happen, it’s built. Through expert facilitation in leadership, management, and team development, I guide leaders and teams to thrive in matrixed and stakeholder-driven environments. Whether it’s leader assimilation, onboarding, or navigating change, my approach turns transitions into opportunities for growth.

I don’t just design learning strategies, I make them work. Whether it’s coaching leaders, aligning HR with business goals or crafting talent development that actually moves the needle, I bring clarity, energy, and real- world impact. With a mix of storytelling, sharp insights, and a touch of fire, I turn leadership and team growth into something people connect with - not just another corporate checklist.

At the heart of my work is [*The 3Es of Leadership*,](https://audy.life/developing-leaders/) my unique model rooted in Empathy, brought to life through interactive workshops and assessments that help leaders and teams sharpen their skills and impact.

With over 25 years in Human Resources spanning financial services (HSBC, Credit Suisse, AIG) and tech (Meta, Splunk), I bridge strategic insight with hands-on facilitation. Certified in coaching (ACC/ICF), EQ-i 2.0 & EQ-i 360, MBTI, and a trained facilitator for MindGym, Marcus Buckingham’s StandOut assessment, and Korn Ferry’s 360- degree feedback, I bring a deep, practical understanding of leadership and team development to every project.

Beyond work? You’ll find me coaching, cooking, solving crossword puzzles, or writing poetry, because sharp thinking and creativity fuel every great conversation.

# SUMMARY OF EXPERIENCE:

**Tech Industry:**

**Cisco (part of Splunk) (Aug 2022 to Jan 2025), Singapore:** Head of Talent Development for Splunk, APJC ***Responsibilities****:* Partner with HRBPs and Leaders to build impactful learning strategies aligned to their goals. Partner with external learning consultants for customized solutions for leadership and management development in addition to designing and delivering solutions myself. Partner with business teams and HRBPs to provide learning solutions for career development. Work closely with the global teams in customizing and deploying learning products in the region. As a member of the APAC SLT, mentor and coach the SLT.

***Major impact created****:* Designed and delivered a bespoke 6-month senior leadership program for APJC Leadership Team. Designed and delivered a bespoke 8-month top talent program for top talent/high potential Splunkers in the region. Designed and delivered a leadership program on resilience and growth mindset for sales leaders (100+ attended with excellent feedback). Designed a practice lab on coaching conversations for people managers. Partnered with SLT and HR Leaders and executed talent reviews and succession planning across levels and coached top talent/critical role holders. Vocal about regional learning strategy and ensured global was flexible to include regional needs including budgets.

**Meta (formerly Facebook) (Aug 2017 to Jun 2022), Singapore:** Regional Learning Partner, International (APAC & EMEA) ***Responsibilities*:** Partner with HRBPs and Leaders to build impactful learning strategies and solutions aligned to their goals. Partner with HR & Business Leaders to help restructure teams based on evolving business needs.

Diagnose, design, and deliver customized solutions for leadership development and team coaching that are

measurable. Provide consultancy on learning solutions that add value and are scalable to sustain. Design and deliver local solutions for the region aligned to the regional strategy.

***Major impact created:*** Coached leaders and teams and partnered with them to transition through change and org restructures across India, Japan, Korea. Built strong manager learning communities across APJC that are self-sustained without further L&D/HR interventions. Built a strong learning community during the pandemic that revolutionized learning virtually through storytelling and sharing of experiences. Conceptualized career roadmaps and frameworks (including IDPs) for managers and ICs that laid a foundation and later incorporated into the global framework at Meta. Worked closely with the DEI team in customizing global products that were aligned with regional cultural sensitivities and nuances.

# Financial Services Industry:

**AIG (Mar 2013 to Aug 2017), Kuala Lumpur, Malaysia:** Senior Director, Talent Management, Malaysia

***Responsibilities:*** Subject Matter Expert and Practice Area Lead for strategy and execution of learning and development solutions along with critical HR practices - Performance Management, Succession Planning and Talent Reviews. Responsible for end-to-end execution of learning and development solutions for AIG’s Shared Services organizations in Malaysia and the Philippines. Led a team of 15 across APJC.

***Major impact created:*** Contributed heavily to the design and development of a unique framework on career development that focuses more on gathering experiences rather than on roles. Successfully executed critical roles identification, talent reviews and succession planning for all 15 countries (including Japan) and the regional management team (including APJC senior management team). Was part of the global core team that conceptualized and designed the new performance management philosophy and process for the entire organization. Design included coming up with a new set of “behaviors” for all employees.

**Credit Suisse (Jan 2008 to Mar 2013), India:** Vice President, Talent Development, India

***Responsible*** for overall India strategy on talent development aligned to business goals.

***Major Impact created:*** Set up and built an L&D team. Designed and delivered top talent program for India that had a combination of internal and external facilitators on behavioral and functional skills.

**HSBC (May 2000 to Jul 2007), India:** Vice President, Learning Development, India

***Responsible*** for overall India strategy on L&D aligned to business goals for all Global Service Centers (GSCs) in India.

***Major impact created:*** I set up L&D teams (hired and led) at 4 of their centers across India, Sri Lanka and Malaysia. I led a large team of approx. 70 FTEs. I also built and managed L&D budgets for all India GSCs with great efficiency. Two of my biggest achievements have been designing and deploying L&D relationship management structure in HSBC Global Resourcing and organizing (conceptualize, design, develop and deliver) a half day leadership program for 500 managers under one roof on ‘Action Centered Leadership’ (Harsha Bhogle, one of the famous Cricket commentators was the keynote speaker).

# Couple of testimonials:

*“Sunil has been a key partner to the Change Management and Org effectiveness work that the BPM Regional team undertook this half. He truly operated like a thought partnership, deeply committed at every stage of the journey. Sunil researched deeply, understood the context and customized the intervention to suit the unique nature and needs of our team. His facilitation skills created space for honest and open conversations which allowed us to get to the root cause of the problem and create a plan to address it. We have concluded 2 parts of the intervention and are on our way towards the final stage in Jan (due to team unavailability in Dec). As a result, despite massive changes in the team and new leaders, the People health indicators like Pulse were deep blue and I would thank Sunil for some of this successful change management.” -* ***Director, Regional Business Product Marketing APAC***

*“Sunil discussed deeply on what most important challenges we had and what the contexts were behind the results he gathered through 1:1 conversation he had with my leadership team. He respected local context and tried to provide the most appropriate customized workshop contents and structure to tackle our challenges. We ran the actual session in Japanese for proactive discussion, but he carefully prepared the facilitation flow for the facilitator, local HRBP. His professional and enthusiastic behavior made great results. I have worked for several global IT companies as a senior management, but Sunil provided the best-in-class quality as an L&D expert in my experience.*

*I can see clearly the improvement in the area of breaking down the silos, collective courage and one team vision. It also reflected in our H2 leadership pulse score, which improved by 38% y/y. I appreciate Sunil's contribution for our team.” -* ***VP & Country Head, Japan***