

VARUN HARNAL

Founder | CEO & Managing Director

Human Training Consultants
Veritas Human Consulting



LEADERSHIP / SALES / BEHAVIOURAL LEARNING

BUSINESS EXPERIENCE. HUMAN INSIGHT.

Varun Harnal is a business leader, trainer, coach and assessor who helps organisations strengthen leadership, sales effectiveness and collaborative working. He brings more than two decades of corporate experience, combining a foundation in industrial sales with extensive work in learning and development.

An ICF-certified coach and TEDx speaker, he connects business realities with human behaviour through simulations, coaching conversations, behavioural assessment and theatre-based activities.

WHERE HE ADDS VALUE

Leadership & people management

Coaching, mentoring, feedback and the everyday behaviours that help managers lead teams.

Sales & commercial capability

Consultative selling, sales execution and customer conversations grounded in industrial business experience.

Teams & culture

Accountability, collaboration and cross-cultural working through facilitated dialogue and experiential learning.

Assessment & development

Competency-based interviewing, personality profiling and assessment-led development planning.

SELECTED INTERNATIONAL ASSIGNMENTS

BATA CORPORATION | SWITZERLAND

Leadership coaching for members of the global leadership team.

FISCHER | DUBAI & QATAR

Sales training and coaching.

AT&T | AUSTRALIA

Team wellbeing training.

Experience that makes learning practical

VARUN HARNAL | TRAINER, COACH & ASSESSOR

AN ENGAGING APPROACH, GROUNDED IN WORK

Varun combines structured frameworks with active participation. Business simulations, role plays, reflection and coaching help participants examine how they think, communicate and act at work. His theatre practice informs his use of stories and enactment to make learning memorable.

His earlier industrial sales career spans Hilti, Kirloskar, OTIS and Voltas. A published author of Coffee with Ego, he also spoke at TEDx at Lal Bahadur Shastri College on how parents and seniors can unintentionally stifle innovation.

PROFESSIONAL QUALIFICATIONS

Coaching

ICF-certified coach - International Coaching Federation. Performance coaching qualification - Institute of Leadership and Management, UK.

Leadership development

Ken Blanchard-certified trainer in Situational Leadership.

Psychometric tools

SHL Occupational Personality Questionnaire (OPQ), MBTI and Wiley DiSC certifications.

Team development

Belbin Team Roles accreditation.

Additional development

Neuro-linguistic programming practitioner training; POSH-related training through the Indian Academy of Law and Management.

SELECTED CLIENT EXPERIENCE

Assignments across automotive, engineering, energy, technology, financial services, retail and pharmaceuticals.

Tata Motors · Honda Cars · Mercedes-Benz

Hilti · Godrej & Boyce · ISGEC

BHEL · NTPC · BPCL · HMEL

Wipro · HCL Technologies · Accenture

American Express · HSBC

Bata · Lifestyle · PVR

Lupin · Pfizer · Abbott

Selected organisations served through training, coaching, assessment or career-transition assignments. This is a representative list, not an exhaustive client portfolio.

EDUCATION

Post Graduate Diploma in Business Management

IMT Ghaziabad

Bachelor of Engineering

Pune University

ENGAGEMENT FORMATS

Leadership and sales workshops

Executive and group coaching

Assessment and development centres

Simulation-based learning journeys

LET'S DISCUSS YOUR LEARNING PRIORITIES

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