

Svetlana Gaidukova

Executive Business coach

Coaching for Leaders, Teams, and Organizations



Bio

I am a trusted advisor and executive coach with over 20 years of experience leading and transforming businesses across 10 industries, guiding more than 10 firms and 5,000 employees through complex change. Over the past decade, I have dedicated myself to coaching, supporting 500+ leaders in more than 2,000 hours of sessions. Holding top-level certificates from the INSEAD Executive Coaching Program and as a Lumina Spark Practitioner, I bring a proven track record in both business and coaching combining strategic insight with human understanding to help leaders achieve clarity, confidence, and sustainable success.

Credentials

A PROVEN
TRACK RECORD

10

Years in coaching
practice

500 ↑

Leaders
supported

2000 ↑

Hours
in sessions

RESULTS THAT
SPEAK
FOR THEMSELVES

10

Industries

20 ↑

Years leading
businesses

10 ↑

Firms transformed
with 5000+ employees

TOP QUALITY
CREDENTIALS



More information at www.gaidukova.com

Grit & Grace Method

The Grit & Grace Method is a flexible coaching approach designed for today's complex leadership challenges - whether working with individual leaders, teams, or entire organizations. Instead of relying on a single method, it blends four proven frameworks - GROW, Behavioral-Cognitive, PRO, and Therapeutically-informed. With organizations, this means looking beyond numbers to the people who drive them: results follow relationships. Grit ensures progress, Grace ensures sustainability. Together, they create agile leaders, aligned teams, and thriving organizations.

Corporate Services



Leadership Team Audit

A deep-dive into leadership dynamics and alignment. Includes CEO and C-level interviews, team meeting observation, and a tailored report with actionable recommendations. Designed to surface blind spots, strengthen collaboration, and accelerate decision-making at the top.

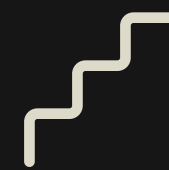
[Learn More >](#)



Operational Team Audit

A structured assessment of the team just beneath the executive level. Includes C-1 manager interviews, cross-functional team observation, and a report with recommendations to strengthen alignment and execution.

[Learn More >](#)



Team Dynamics Survey

An anonymous online questionnaire uncovering hidden dynamics across the entire team. Includes tailored survey design, structured polling, and analysis, with a clear report of recommendations to strengthen collaboration, trust, and performance.

[Learn More >](#)



Managerial P'n'L Analysis

A detailed review of departmental P&L structured at the level of every vendor. Includes financial analysis and stakeholder walkthroughs to uncover gaps, clarify ownership, and boost accountability for clearer costs, margins, and performance.

[Learn More >](#)



 Available after completion of all audits and final roadmap agreed.

Transformation Supervision

Ongoing supervision of the change roadmap developed in advisory work with the CEO. Includes regular CEO and C-level check-ins to track progress, clear blockers, and provide strategic guidance — ensuring transformation is fully implemented.

[Learn More >](#)



 Available after completion of all audits and final roadmap agreed.

Company Transformation

Full-scale transformation of the organization in line with the roadmap developed during prior analysis. Executed as Interim CEO, ensuring changes cascade across all functions, teams, and processes. Aligns leadership, structures, and behaviors to deliver lasting impact at every level of the company.

[Learn More >](#)

Corporate pricing is tailored to the selected service and confirmed following the scoping phase.

[More information at www.gaidukova.com](http://www.gaidukova.com)