



Vineet Sharma

Leadership, Management & Soft Skills Trainer

Leadership Development, Management Effectiveness and Corporate Soft Skills Trainer. Helps managers and teams build trust, collaborate, delegate, empower people and deliver results, backed by 17+ years across BFSI, Capital Markets, Technology, Agile and Consulting.

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17+

Years of Industry Experience

Across BFSI, capital markets, technology, agile delivery and consulting

10+

Organizations Served

Including JPMorgan, Morgan Stanley, Barclays, FIS, EY, Synechron, Bajaj Finance and more

150+

Training Programmes Delivered

Corporate workshops, university programmes and transformation engagements



Leadership for BFSI & Technology Teams

Managers and teams in banking, capital markets and IT delivery



Team Building & Trust

Interpersonal relationships, collaboration and psychological safety



Empowerment & Accountability

Delegation, ownership, decision-making and execution discipline



Management & Leadership Skills

Practical programmes for managers and emerging leaders

5000+

Learners Trained

Across BFSI, IT, FinTech and consulting organisations

10+

Core Practice Areas

Leadership · Team Building · Trust · Coaching · Capital Markets · Agile · Business Analysis · PM

TRUSTED BY LEADING BFSI, TECHNOLOGY & CONSULTING ORGANISATIONS

Corporate Training Engagements & Clients Served

Vineet's training footprint spans recognised names in global BFSI, technology, engineering and consulting, from multi-batch leadership and team-building programmes at L&T and AI workshops for BFSI teams at UST Global to capital markets, agile and business analysis training. These engagements build the people capabilities behind team performance: stakeholder management, communication, collaboration and delivery governance. Each is tailored to the client's context, learner profile and business objectives.



Larsen & Toubro (L&T)

Delivered multiple batches of Leadership and Team Building programmes for managers and team leads, covering delegation, accountability, trust building, collaboration, conflict resolution and constructive feedback through role plays, group activities and workplace action plans.



UST Global

Delivered AI workshops for BFSI teams, covering applied AI concepts, AI-assisted analysis, automation awareness and practical AI tools for banking and financial services roles.



Bajaj Finance Ltd.

Designed Agile and Project Management workshops for credit, lending and digital transformation teams, focusing on sprint execution, backlog management and stakeholder governance frameworks.



Imarticus

Conducted Capital Market and Treasury Domain Training for functional teams and Business Analyst learners, with sessions on project ownership, trade operations and client communication.



Kyndryl

Delivered Core Banking System (CBS) and Temenos-focused domain learning for technology and operations teams transitioning into banking technology roles.



Synechron Technologies

Delivered Capital Markets training, alongside Business Analysis and Product Owner programmes, emphasising BFSI domain knowledge, SDLC, BRD, FRD and agile alignment for functional and technology teams.



Jocata Financial Advisory & Technology

Delivered end-to-end Project Management and Agile Transformation training covering Scrum, Jira and stakeholder management for product and technology teams, using sprint simulations and real project assignments to build collaboration.



Zensar Technologies

Led multi-module programmes on Agile, Jira, Business Analysis, Product Ownership and Project Management, strengthening delivery practices for technology and client-facing teams.



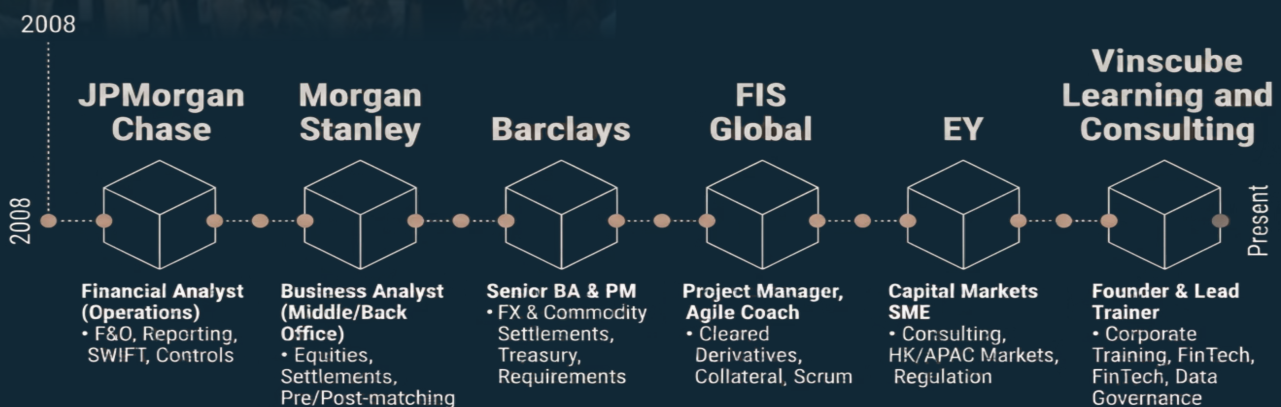
EY (Ernst & Young)

Delivered Trading Training for Hong Kong and APAC market programmes, providing global trade finance exposure, regulatory context and capital markets operational knowledge.

From Global Banking & Delivery Teams to Leadership Capability Building



Every chapter of this journey was spent inside real teams: trading desks, operations, product squads and transformation programmes at global banks and consultancies. Working alongside managers, stakeholders and cross-functional teams under pressure shapes how leadership is taught: practically, around how teams build trust, take ownership and deliver.



Training draws on lived experience, not theory alone: trade operations at JPMorgan and Morgan Stanley, Senior BA and PM work at Barclays, Project Manager and Agile Coach roles at FIS Global, capital markets consulting at EY and capability building through Vinscube. Along the way, stakeholder alignment, sprint facilitation, cross-functional coordination and delivery accountability were daily practice, the same behaviours managers and teams now rehearse in these leadership workshops.

Front Office Exposure

Equities, derivatives, FX and fixed income desks: decision-making under real-time pressure

Middle & Back Office

Settlements, reconciliations and risk controls: ownership, accountability and process discipline

Product & Technology

Agile delivery and Scrum facilitation: team collaboration, prioritisation and sprint execution

Consulting & Training

Capital markets consulting and capability building: stakeholder alignment and change

Leadership & Domain Capability Matrix

FULL CAPABILITY PROFILE

This capability profile leads with leadership, management and team effectiveness, supported by deep BFSI, capital markets, business analysis, agile and project delivery expertise. Each area is backed by direct operational experience, consulting engagements and structured training programmes, a practitioner's toolkit refined across global organisations and thousands of learner interactions.

Leadership areas are taught through workplace scenarios, such as a newly promoted manager struggling to delegate or a team facing low trust and blame-shifting, while domain areas add industry context and credibility.

Management & Leadership Effectiveness

Managerial Effectiveness

Leadership styles, managerial communication, setting direction, planning and prioritisation, moving from individual contributor to manager, leading former peers, managing upward and across, and building credibility with teams and senior stakeholders.

Delegation & Empowerment

Delegation frameworks, empowering employees, building ownership and accountability, avoiding micromanagement, RACI clarity, setting expectations, follow-through without control and growing team members' confidence in decision-making.

Decisions & Performance

Decision-making, problem-solving, goal setting, performance management, execution excellence and leading teams through change and new processes.

Teams, Trust & Interpersonal Skills

Trust & Relationships

Interpersonal effectiveness, trust building, active listening, empathy, psychological safety, shared accountability and working relationships that improve team outcomes.

Communication & Stakeholders

Constructive communication, stakeholder management, influencing, cross-functional collaboration and aligning teams around common business objectives.

Conflict & Coaching

Conflict resolution, difficult conversations, coaching, mentoring and constructive feedback for team growth.

Capital Markets, Payments & FinTech

Trade Lifecycle & Operations

Trade booking, matching, confirmation, clearing, settlement, custody, corporate actions, reference data and middle office support across equities, derivatives, futures, options, swaps, fixed income, FX, commodities, repo and securities lending.

Reconciliations & Risk

Cash, position, nostro and depot reconciliation, margining, collateral management, P&L reconciliation, break resolution, operational risk and regulatory reporting under MiFID II, EMIR, Dodd-Frank, FATCA, SFTR and Basel III.

Payments, Treasury & FinTech

SWIFT messaging (MT103, MT202, MT540–MT599), payment investigations, RTGS, NEFT, SEPA, ACH, CHAPS, SWIFT GPI, AML and KYC, treasury operations, FX and money market settlements, liquidity and cash management, interbank payments, open banking APIs, blockchain, digital assets and digital banking innovation.

Business Analysis, Agile & Project Management

Business Analysis & Product Ownership

Requirement elicitation and prioritisation, business process modelling, BRD, FRD, use cases, gap analysis, RTM, BPMN 2.0, impact analysis, UAT and change request management. Product vision, roadmap, backlog management, epic decomposition, user stories, acceptance criteria, definition of done and ready, MVP definition, MoSCoW, WSJF, value stream mapping, customer journey mapping and KPI/OKR alignment.

Agile, Project Management & Governance

Scrum, Kanban, SAFe and LeSS, sprint ceremonies, agile metrics, team coaching and servant leadership; project charter, RACI, WBS, scheduling, critical path, earned value, risk register, escalation matrix, vendor management and closure; delivery, programme and portfolio governance. Tools: Jira, Confluence, YouTrack, Miro, MS Teams, Azure DevOps.

BlackRock Aladdin, Data, Insurance, US Accounting & AI

BlackRock Aladdin & Investment Lifecycle

BlackRock Aladdin concepts, investment lifecycle, portfolio management, order management system (OMS), IBOR concepts, reference data, front-to-back integration, trade lifecycle, risk and analytics orientation, operations workflow understanding and investment management ecosystem awareness.

Data Governance & Technology

Data governance frameworks, data lineage, root cause analysis, SQL for business and functional analysts, data validation, Excel, Power BI, dashboarding and reporting.

Insurance & US Accounting

Underwriting, policy administration, claims processing and adjudication, risk assessment, actuarial basics, premium calculation, reinsurance, life, health and general insurance, policy lifecycle, fraud detection, IRDAI, Solvency II, loss ratio, claims settlement, broker management, policy issuance, endorsements, renewals, insurance accounting, US taxation concepts, corporate tax Form 1120, partnership tax Form 1065 and Schedule K-1, book-to-tax adjustments, trial balance to tax return lifecycle and multi-entity/multi-jurisdiction tax concepts.

AI for Business Professionals

Applied AI concepts for BFSI and corporate professionals, AI-assisted analysis, automation awareness and practical AI tooling for business and functional roles.

Corporate Training Portfolio

Leadership and management development is the primary offering, anchored by two flagship programmes: Management and Leadership Skills, and Augmenting Team Outcomes Through Interpersonal Relationships and Trust Building, scheduled with Kewali Multiservices Pvt Ltd for November–December 2026. Domain programmes in BFSI, agile and project delivery remain available. All programmes are modular and tailored to learner level.



Management & Leadership Skills

Flagship programme. Leadership effectiveness, managerial communication, delegation, decision-making, employee empowerment, accountability, performance management and team execution. Sample scenario: a newly promoted manager who struggles to delegate. For new managers, team leads and emerging leaders.



Trust Building & Team Outcomes

Flagship programme: Augmenting Team Outcomes Through Interpersonal Relationships and Trust Building. Interpersonal effectiveness, trust, active listening, constructive communication, collaboration, conflict resolution, psychological safety and shared accountability. Sample scenario: low trust and blame-shifting.



Team Building & Collaboration

Building high-performance teams: team formation, roles and ownership, cross-functional collaboration, team charters and leading teams through change and new processes. Sample scenario: cross-functional teams struggling to align on common business objectives. For functional managers and project teams.



Coaching & Feedback

Coaching and mentoring, constructive feedback, difficult performance conversations and resolving conflict between experienced employees before it affects delivery, with practice conversations and role plays. For people managers and senior team members.



Performance & Execution

Goal setting, clear ownership and priorities, performance management, accountability, problem-solving and execution excellence. Sample scenario: a team missing deadlines through unclear ownership. For managers and operations leaders.



Leading Project & Ops Teams

Leadership for project, agile and operations teams: stakeholder management, delivery governance, escalation, change adoption and team accountability, grounded in BFSI and technology delivery. For PMs, scrum masters and operations leads.



Domain & BFSI Programmes

Supporting domain portfolio: capital markets and investment banking operations, payments, treasury and FinTech, business analysis and product ownership, Agile, Scrum and Jira, project management and PMO, and data and governance. Customised for BFSI, IT and consulting teams.

Training Methodology & Learning Design

This methodology is built on a simple principle: leadership is learned by practising it. Every programme narrows the gap between classroom understanding and workplace behaviour through practical case studies, management simulations, role plays, group activities, reflection and feedback. Participants leave with a personal action plan, not just concepts, ready to apply new leadership behaviours with their teams from day one.



Instructor-Led Facilitation

Interactive, facilitator-led sessions with real workplace context, open discussion and pacing adapted to participant seniority and needs.



Practical Case Studies

Workplace cases drawn from BFSI, technology and consulting environments, such as a manager who micromanages decisions instead of building accountability.



Management Simulations

Realistic scenarios such as competing priorities, unclear ownership and resistance to new processes, where teams decide, act and debrief.



Leadership Role Plays

Practising delegation, difficult performance conversations and conflict resolution, with structured peer and facilitator input.



Group Activities & Exercises

Team-building and trust-building exercises that strengthen collaboration, shared accountability and cross-functional alignment.



Reflection & Feedback

Guided reflection, self-assessment and constructive feedback that help participants recognise their leadership style and its impact.



Workplace Action Plans

Each participant leaves with a practical action plan, templates and tools to apply new leadership behaviours with their own team.



Pre & Post Assessments

Scenario-based evaluations, pre-training diagnostics and post-training feedback loops to measure learning impact and identify areas for reinforcement.

Certified Practitioner. Industry SME. Leadership Trainer.

CREDENTIALS, TOOLS & VALUE PROPOSITION

Credibility is anchored in three interconnected identities: practitioner, consultant and trainer. Experience comes from working inside real investment banking and capital markets teams, contributing to large-scale transformation and product delivery programmes, and converting that experience into practical leadership, team effectiveness and domain training. Certifications span project management, agile, business analysis, investment banking operations and capital markets, formally validating the delivery and stakeholder experience brought to every engagement.

Professional Certifications

- PMP – Project Management Professional
- CSPO – Certified Scrum Product Owner
- CSM – Certified ScrumMaster
- CBAP / IIBA – Business Analysis Certification
- SAFe Agilist
- Lean Six Sigma Green Belt
- Jira and Confluence Certification
- CISI – Investment Banking Operations Certification
- NCFM – Equities, Derivatives and Bonds

Tools & Platforms

Agile & PM Tools

Jira, Confluence, YouTrack,
Azure DevOps, Trello, Miro,
MS Project

Analysis & Design

Lucidchart, Visio, Figma,
Power BI, SQL, Excel,
Postman

Enterprise Platforms

ServiceNow, SharePoint, MS Teams

The Three-Pillar Value Proposition

The differentiator is a rare combination of three identities in a single trainer. Most trainers offer theory; most practitioners offer experience. Both are offered here: leadership and team effectiveness programmes rooted in how real teams deliver under pressure, designed for managers, emerging leaders and senior stakeholders, and immediately applicable at work.



Practitioner

Worked across JPMorgan Chase, Morgan Stanley, Barclays, FIS Global and EY within real teams in investment banking, capital markets, payments and technology transformation. Leadership lessons are grounded in operational reality.



Consultant

Capital markets consulting, business transformation, business analysis, agile coaching and project governance across global organisations, bringing consulting rigour to diagnosing team challenges and designing programmes.



Trainer

5,000+ learners trained and 150+ programmes delivered across BFSI, IT, FinTech and academic institutions through workshops, simulations, role plays and capability-building programmes for teams and managers.

Programmes are designed to strengthen leadership behaviours, build trust and collaboration, sharpen communication and accountability, and help managers and teams turn learning into better business outcomes.

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I Founder & Lead Trainer, Vinscube Learning & Consulting | Leadership Development & Management Effectiveness Trainer | Corporate Soft Skills Trainer | Capital Markets & Investment Banking SME | Agile Coach | Business Analysis & Project Management Trainer

For feedback and reviews please visit LinkedIn :- linkedin.com/in/connectwithvineet