



Dr. Makam helps leaders and teams build practical, research-informed communication and collaboration skills that improve decision-making and performance.

### Megha Makam, PhD | Learning + Development Consultant

Megha is a leadership trainer, facilitator, and executive coach. She loves to help leaders and teams strengthen how they communicate, collaborate, and make decisions, especially in fast-paced, high-stakes environments. With a research background in investigating the neurobiology of behavior, she brings a data-driven lens to the human side of workplace performance: how people handle uncertainty, feedback, conflict, influence, and change.

Megha partners with organizations to move beyond “good intentions” and into practical, observable behavior change. Her work is designed to be immediately usable; participants leave with clear language, repeatable tools, and simple practice structures that hold up in real world situations at work and outside of it.

### PORTFOLIO | recent projects

- **Improved Data Fluency:** Designed and delivered a Data Sensemaking workshop enabling municipal energy staff to use technical data, ask sharper questions, and drive decisions.
- **Collaboration Offsite Facilitation:** Built and facilitated a one-day collaboration offsite for a commercial ops + analytics team to reduce silos, clarify decisions, and strengthen operating norms.
- **Women's Leadership Program Design:** Developed a research-backed multi-part leadership program for women in male-dominated industries, integrating cohort practice and practical career tools.
- **Executive Leadership Coaching:** Coached senior leaders on accountability, stakeholder management, and modeling collaborative behavior to improve cross-functional outcomes.
- **External L&D Partner:** Dedicated external partner to a biopharma Director of Leadership Development; advises on needs assessment, program design, and facilitation strategy, translating stakeholder input into workshop-ready experiences and toolkits across Sales/Marketing/Market Access/Data & Analytics.

### INDUSTRIES

- \*Municipalities, non-profit sector
- \*Financial services, Life Sciences
- \*Management consulting, Tech

### PAST CLIENTS

- \*City of San Jose
- \*Eden Housing
- \*KPMG
- \*Kaiser Permanente
- \*BeOne Medicines

### CREDENTIALS

- PhD Neurobiology | Stanford University
- BS Integrative Biology | University of Illinois at Urbana-Champaign

### DOMAINS

- \*Facilitation
- \*Course development & curriculum design
- \*Needs Assessment design & implementation
- \*Study design & data analysis
- \*Leadership Coaching

