

CAPABILITY DECK

BEYOND TALENT ADVISORY

BEYOND TODAY. TRANSFORMING TOMORROW.

CREATED: JULY 2026

BEYOND
TALENT ADVISORY
BEYOND TODAY. TRANSFORMING TOMORROW.

Executive Search & Leadership Advisory

- At Beyond Talent Advisory, executive search is built on expertise, relationships, and market intelligence—not volume hiring.
- Our experience reflects a commitment to quality, precision, and long-term partnerships.
- **20+ years** in Executive Search & Talent Advisory.
- **60+ leadership** and strategic mandates successfully delivered.
- Trusted by organizations across Banking, Wealth Management, Financial Services, and Consulting.
- Consistently recognized among the highest-performing executive search consultants.
- Extensive network of senior professionals, business leaders, and industry experts across the financial services ecosystem.

Our Difference

Relationship-Led. Research-Driven. Results-Focused.

Our search process is relationship-led, not database-led.

Years of trusted relationships with business leaders, hiring managers, and senior professionals enable us to identify exceptional talent—often before they enter the active job market.

Every search is conducted with discretion, market intelligence, and a commitment to identifying leaders who align with both the role and the organization's long-term vision.

Meet the Partners



Tanvi Brahmbhatt

Executive Search &
Talent Advisory

With over 20 years of experience in Executive Search and Talent Advisory, **Tanvi Brahmbhatt** has partnered with leading organizations to identify, attract, and hire exceptional talent across Banking, Wealth Management, Investment Banking, Financial Services, and Consulting.

Known for her consultative approach and deep understanding of the leadership landscape, she has built trusted relationships with CXOs, founders, and senior professionals, enabling clients to access exceptional talent beyond conventional hiring channels.

Today, through Beyond Talent Advisory, Tanvi partners with organizations to build high-performing leadership teams that create lasting business impact.

Representative Search Experience

Corporate & Strategic Executive Leadership	Wealth Management	Investment & Capital Markets	Functions
• Chief Investment Officer (CIO) • Chief Operating Officer (COO) • Strategy & Consulting	• Senior Relationship Managers • Wealth Advisors • Distribution Professionals • Investment Advisors	• Head - Private Markets • Head - Debt / Fixed Income • Head of Research • Investment Banking Professionals	• Investor Relations • Fund Operations • Company Secretary & Legal • Product Managers • Research Analysts

People & Workplace Advisory

Exceptional organizations are built by exceptional people, and exceptional people thrive in environments that support their wellbeing.

Our People & Workplace Advisory practice partners with organizations to create healthier, more resilient workplaces through confidential employee counselling, leadership support, and tailored wellbeing programmes.



Ms. Kajal Dave

Practice Lead

This practice is led by **Ms. Kajal Dave**, an experienced Counselling Psychologist with over 21 years of expertise in behavioral development and workplace wellbeing.

Having positively impacted 10,000+ individuals, she has partnered with corporates, educational institutions, and healthcare organizations to deliver confidential counselling, group interventions, and customized workplace wellbeing programmes.

Her experience includes organizations such as Procter & Gamble, J.M. Financial, Astellas Pharma, CMA CGM, Photon, and several leading educational institutions, delivering initiatives focused on emotional wellbeing, resilience, emotional intelligence, work-life balance, and leadership effectiveness.

Services

- Employee Assistance Programmes (EAP)
- Confidential Individual Counselling
- Leadership & Manager Wellbeing Support
- Mental Health & Wellness Workshops
- Stress Management & Burnout Prevention
- Emotional Intelligence & Behavioural Development
- Work-Life Balance & Resilience Programmes
- Team Building & Group Interventions

Compensation, Rewards and Advisory

A well-designed compensation strategy is fundamental to attracting, rewarding, and retaining exceptional talent while supporting sustainable business growth.

Beyond Talent Advisory partners with startups, growth-stage businesses, and established organizations to design competitive compensation structures, executive remuneration frameworks, and HR governance practices aligned with business objectives and evolving regulatory requirements.

This practice is led by a senior Compensation & Rewards specialist with over 22 years of leadership experience across Banking, Financial Services, Insurance, and Hospitality, bringing deep expertise in executive remuneration, compensation design, payroll governance, statutory compliance, and HR operations.

Services

- Compensation Benchmarking & Salary Structuring
- Executive Remuneration & Rewards Design
- Variable Pay & Incentive Frameworks
- Payroll & Statutory Compliance Advisory
- ESOP & Long-Term Incentive (LTIP) Advisory
- HR Policies & Governance

Impact

At Beyond Talent Advisory, we believe organizations succeed when they hire exceptional talent, nurture their people, and build reward frameworks that inspire long-term performance.

Our integrated Human Capital Advisory practice brings together Executive Search & Leadership Advisory, People & Workplace Advisory, and Compensation, Rewards & HR Advisory—helping organizations build stronger leadership, healthier workplaces, and sustainable people strategies.

Beyond Talent Advisory is your trusted partner in building organizations where people—and businesses—thrive.