



**Being
Essential®**
Who
is
Who

Panos Malakoudis

Global L&D Leader | Board Director |
Certified Coach (ACC/ICF, EMCC
Practitioner)

About me

Panos is a Global Learning & Development Leader, Board Director, and Certified Executive Coach with extensive experience in leadership coaching, talent development, and organizational change. He specializes in building coaching capabilities within organizations, leadership development, and stakeholder engagement. As Coaching Center of Excellence Lead at Microsoft, he is responsible for the strategy, implementation, and change management of coaching capabilities across a global workforce of 60,000 employees, including 7,000 people managers. He is also a Board Director for ICF UK, actively shaping the future of the coaching industry. With over 25 years of leadership experience, he has successfully led career development programs, employee engagement initiatives, and large-scale coaching transformations, helping executives and professionals enhance performance and growth.

Education

MSc in Coaching for Behavioral Change | Henley Business
BA in Psychology | Open University
Information Technologies | Athens Training Institute

Certifications & Seminars

Associate Certified Coach (ACC) | International Coaching
Federation (ICF)
Certified Leadership Coach | Global Coach Group
Certified OKR Professional | OKR Institute
Certified Executive Coach | Marshall Goldsmith
Certified Leadership Assessment Practitioner | Marshall
Goldsmith
Enterprise OKR Leadership | Ally.io

Experience

Panos has held global leadership roles in Microsoft, overseeing Learning & Development, Coaching Strategy, and Career Development Initiatives for thousands of employees worldwide. His expertise includes:

- Executive Coaching & Leadership Development
- Building and Leading Coaching Communities
- Stakeholder Engagement & Change Management
- AI-Augmented Coaching & OKR Implementation
- Diversity, Inclusion & Culture Development

Programs

He has developed and led high-impact leadership programs, such as the Capability Academy at Microsoft, designed to enhance the skills of architects, program directors, and leadership teams. He also founded the Microsoft Coaching Think Tank to drive innovation in leadership coaching.

Beyond his corporate leadership roles, Panos runs his private coaching practice, specializing in leadership coaching and career growth.

Key Achievements & Recognitions

- Excellence Icon Award | Microsoft
- Manager Excellence Award | Microsoft
- Growth Mindset Role Model Award | Microsoft
- Inclusive Culture Award | Microsoft
- Business Impact Award | Microsoft