

365

THE 365 CIRCLE: C-SUITE ADVANTAGE

LEADERSHIP

SPOTLIGHT

**THE MAN WHO
BUILDS WHAT
LASTS**



MATHEW ISAC
FOUNDER & DIRECTOR

On Leaders Who Stay the Course

There is a certain kind of leader India quietly needs more of. Not the ones who chase headlines, but the ones who sit across the table from a struggling founder at 9 PM and ask the right question. The ones who have walked the floors of global corporations and chosen, deliberately, to come back and build something that serves.

Mathew Isac is that kind of leader.

What struck us most in getting to know him was not his credentials, impressive as they are. It was his conviction. Real growth must be structured, practical, measurable, and above all, human. A business is only as strong as the people leading it. That strategy without execution is just hope.

In a country brimming with ambition and hungry for mentors who have actually done the work, Mathew represents something rare: a practitioner who became a coach without ever leaving the arena.

This issue is a tribute to that rare combination.

The Editorial Team





PROFILE

Roots That Run Deep

Mathew Isac grew up with a curiosity about how things work, and a quiet hunger to make them work better. His academic foundation was built at IIM Ahmedabad, one of the most demanding business schools in the world. But Mathew was never content with the classroom alone.

What followed graduation was a career that took him across some of India's most respected enterprises and into the global operations of a technology powerhouse. From the financial discipline of his early years to the operational complexity of running large international teams, each chapter added a layer to a leader being shaped by experience, not just intention.

He strongly believes that our work, titles, assets, and network do not define our worth. What defines it is the impact we have on lives, across businesses and people, globally. Systems outlast superstars.

These were not lessons from a textbook. They were earned.

"He didn't just study business at one of India's finest institutions. He went out and lived it, across continents, across crises, across decades."

From the Floor to the Global Stage

Before founding VentureBean, Mathew spent close to two decades in corporate leadership roles that spanned countries, functions, and challenges most leaders only read about in case studies.

At Dell Inc., he rose to lead global consumer operations, building and managing teams across multiple geographies. The role demanded a rare combination: the strategic thinking of an executive and the hands-on discipline of an operator. He brought both.

His years in FMCG, manufacturing, and services gave him a grounding in the full value chain of business. Procurement, operations, customer service, finance. He understood how each piece connected to the others, and what happened when even one piece fell out of rhythm.

What those years also gave him was empathy. For the mid-manager navigating a restructuring. For the regional head asked to deliver results with a team that has not been developed. For the founder who built something real but does not know how to take it to the next level.

That empathy, backed by experience, is what makes Mathew's coaching distinct.

Industries

Technology

FMCG

Healthcare & Manufacturing

Education

Financial Services

Markets Served

India

United States

Europe

Middle East

Southeast Asia

Australia & NZ



THE TURN

A Choice That Changed Everything

"There comes a moment when a leader asks: what do I want to build for the next chapter? For Mathew, the answer was clear. He wanted to give back at scale."

In 2012, Mathew made a decision that many would have found difficult: to step away from the certainty of a corporate title and build something entirely his own. VentureBean was born not from restlessness, but from a deep sense of purpose.

The firm's name carries intent. Ventures, like beans, need the right soil, the right care, and time to grow. Mathew had spent years watching businesses fail not because of a lack of ambition, but because of a lack of the right scaffolding. The right processes. The right people in the right roles. The right conversations at the right time.

He set out to provide exactly that.

What he built was not a consulting firm in the traditional sense. It was a growth partnership. One that sits with clients through the messy middle, not just the polished proposal phase. One that measures itself not by deliverables submitted, but by outcomes achieved.

Over a decade later, that conviction remains the foundation of everything VentureBean does.

Less Is More. Always.

Ask Mathew about his philosophy and he will tell you without hesitation: simplicity is the highest form of intelligence in business. He is, by his own description, maniacally focused on what matters most. He does not believe in complexity for its own sake. He believes in clarity.

His approach, built around the 6-Sigma DMAICR framework, is rooted in the discipline of Six Sigma but applied with the warmth of a coach. It begins with understanding, deeply, what is actually happening in a business before prescribing a single solution. Then it builds, methodically, toward change that lasts.

The PPTG lens, People, Process, Technology, Governance, is another expression of this thinking. Because in Mathew's experience, most business problems are not technology problems or strategy problems. They are alignment problems. When people, process, technology, and governance are not working together, even the best strategy will stall.

Three Non-Negotiables

Data

Discipline

Consistency

"Strategy without execution is just ambition on paper. The real work is in the doing."

Mathew anchors all aspects of his life with a maniacal focus on two principles: 80:20 and KISS. Focus 80% of your time and effort on the critical 20% of priorities that deliver 80% of the impact. And Keep It Short and Simple. Always.



PEOPLE
Talent, leadership, culture.



PROCESS
Systems, workflows, standards.



TECHNOLOGY
Tools, platforms, data.



GOVERNANCE
Oversight, accountability, reporting.

The Art of Asking the Right Question

Mathew's coaching credential, the ICF Professional Certified Coach designation, is among the most rigorous in the global coaching community. It requires demonstrated hours, peer review, and ongoing commitment to the standards of the International Coaching Federation. Fewer practitioners hold it than most people realise.

But credentials, Mathew would be the first to say, are only the beginning.

What sets his coaching apart is the rare combination of someone who has led large teams, managed P&Ls, navigated organisational change, and built businesses from scratch. When he sits across from a CXO navigating a leadership transition, or a founder trying to professionalise a family business, he is not drawing on theory alone. He is drawing on memory.



Leadership Transitions

Guiding leaders through role changes, expanded mandates, and new organisational realities with clarity and confidence.



Executive Presence

Building the gravitas, communication, and stakeholder influence that define truly effective senior leaders.



Operational Excellence

Translating strategy into disciplined execution through systems, accountability, and measurable outcomes.



Change Management

Helping organisations and individuals navigate transformation without losing momentum or morale.



He coaches not to create dependency, but to build leaders who no longer need him. That, he believes, is the real measure of good coaching.

Trust, Built One Conversation at a Time

The roster of organisations that have partnered with VentureBean reads like a who's who of Indian and global enterprise. Manufacturing giants, technology leaders, healthcare innovators, retail and consumer brands. The diversity is deliberate.

Mathew has always believed that the principles of good business transcend sector. A discipline problem in a pharmaceutical company is not fundamentally different from one in a logistics firm. A leadership gap in a technology organisation has the same human roots as one in a family business.

What varies is context. And context is precisely what Mathew invests time in understanding before he ever begins a single session or workshop.

Businesses Found Their Footing

Organisations that had stagnated for years discovered new momentum through structured engagement and honest diagnosis.

Leaders Stepped Into Confidence

Executives who had been doubting themselves for roles they were ready for found the clarity and conviction to lead.

Teams Learned to Work Together

Groups that had been working around each other discovered how to work with each other, and the results followed.

Clients return not because of a polished pitch, but because of results. The outcomes speak for themselves, quietly and steadily, the way Mathew prefers.

In September 2025, Mathew was invited to speak at TEDxSJIM, the TEDx platform hosted by St. Joseph's Institute of Management, Bangalore. His talk, Reinventing The Status Quo, drew on his personal journey through resilience, reinvention, and purpose. It was a moment that captured, in one room, everything he stands for: that extraordinary outcomes are available to anyone willing to act with clarity, courage, and consistency



A Life Lived in Full

"Real success, Mathew believes, rests on four pillars: Personal. Professional. Social. Spiritual. A life out of balance in any one of these is a life not yet fully lived."

Those who know Mathew well will tell you that the coaching philosophy he brings to clients is simply an extension of how he lives. He does not separate the professional from the personal, because he does not believe that separation is healthy or honest.

He is a committed mentor to young adults, many of them in their early twenties, navigating a world of enormous opportunity and enormous uncertainty. He leads men's groups across India and beyond, conversations rooted in values, faith, and the kind of leadership that does not stop at the office door.

His faith is not incidental to his work. It informs it. The belief that giving back is not optional, that upliftment of others is part of a life well spent, that leadership is ultimately a form of service.

Outside the boardroom and the coaching room, he is a traveller, a reader, a lover of classic rock and good food. A man who has found a way to be fully present in whatever room he is in.

That quality of presence, those who work with him will tell you, is what makes him remarkable to be around.

Personal

Presence, balance, and a life fully inhabited

Professional

Rigour, impact, and earned credibility

Social

Mentorship, community, and genuine connection

Spiritual

Faith, service, and leadership as a calling

Building the India That Can

There is a generation of Indian founders and leaders right now who are building with urgency. The opportunities have never been larger. The ambition has never been more visible. But ambition alone, as Mathew has seen countless times, is not enough.

What India's growth story needs are more leaders like Mathew who have earned the right to guide, who understand the pressure of the seat, who bring both the strategy and the patience to see it through.

"Sustainable growth happens when strategy, systems, and people evolve together."

The small and medium business landscape in India is vast and largely underserved when it comes to high-quality, experienced mentorship. Family businesses navigating succession. First-generation entrepreneurs learning to build systems. Professionals stepping into leadership for the first time without a map.

VentureBean exists, in many ways, as a response to this gap. Not a large consulting conglomerate, but a deeply committed, deeply experienced partner for the people and organisations that form the backbone of India's economic story.





METHODOLOGY

Structure Is Not the Enemy of Creativity

One of the more powerful things Mathew brings to every engagement is the ability to hold two things simultaneously: the rigour of process and the flexibility of genuine human understanding.

The DMAICR methodology he uses, rooted in Six Sigma discipline, might sound clinical. But in practice, it is anything but that! It is a framework for listening carefully, measuring honestly, and building solutions that fit the specific reality of each client rather than a template from the last one.



What He Believes

A reflection of the values and convictions that guide Mathew Isac, drawn from years of conversations, coaching sessions, and hard-won experience.

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"A business grows when its people grow. You cannot separate the two."

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"The best leaders I know are the most curious people I know. They never stopped asking why."

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"Sustainability in business is not about playing it safe. It is about building the right foundations."

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"A coach's job is to help you find the answer you already carry. My job is to ask better questions."

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"India has all the ambition it needs. What it needs more of is the discipline to execute, the patience to sustain, and the wisdom to lead with character."

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VENTUREBEAN

A Boutique Firm With a Global Heart

VentureBean is, by design, a boutique. Mathew has resisted the temptation to scale for scale's sake. The firm's strength lies in its intimacy with each client's reality, and that intimacy requires care, not volume.

The core team brings depth across business development, branding, operations, supply chain, finance, and human resources. Associates with specialised expertise expand the firm's reach when engagements call for it. The model is lean by intention, ensuring that every client relationship receives senior attention.

The global footprint is a natural consequence of the quality of work. Clients across the United States, Europe, the Middle East, Singapore, and Southeast Asia have worked with VentureBean, alongside a strong and growing domestic presence across India's major business centres.

What binds the team is a shared belief: that real growth, for a business or a leader, is always possible, and that it is always worth the work.

VentureBean serves clients in over fifteen cities across India and across six global markets, through a core team and a carefully selected network of subject matter experts.



FINAL THOUGHTS

On the Quiet Ones Who Change Things

The leaders who change industries rarely announce it. They show up, do the work, build the systems, develop the people, and watch quietly as the results compound. Mathew Isac is one of those leaders.

His is not a story of overnight success or a single defining moment. It is a story of consistency, of a man who decided early what he stood for and has not deviated from it. Integrity in the boardroom and in the coaching room. Depth over breadth. Service over status.

In a business culture that often celebrates the loudest voice in the room, there is something deeply reassuring about a leader whose authority comes entirely from credibility earned over decades.

For Founders

Wondering if the hard work is worth it: it is.

For Leaders

Feeling unseen in the middle of an organisation, wondering if they can step up: they can.

For Organisations

Wondering if they can break through to the next level: they can.

That, in essence, is the message Mathew Isac has been delivering for over three decades. Not with fanfare. With presence, precision, and genuine care.

India needs more of this. We are glad he chose to stay in the arena.



CONNECT

Begin the Conversation

If this story resonated with you, whether you are a founder looking for a growth partner, a leader ready for the next chapter, or an organisation seeking the kind of change that actually lasts, Mathew Isac and the VentureBean team would like to hear from you.

Mathew Isac

mathew@venturebean.com

[linkedin.com/in/mathewisac](https://www.linkedin.com/in/mathewisac)

VentureBean Consulting Private Limited

www.venturebean.com

Serving clients across 15+ cities in India and six global markets.