



PAVAN KALIA

Evaluator
DISC Type : dcs

Head of Waitrose Technology - Instore and Online (Director Equivalent) at Waitrose & Partners
Greater London, England, United Kingdom

Overview

Pavan has no verified overview

Personality Overview

Hard To Convince **Thorough Evaluator** **Quality Focused**

They focus on the results, but can still be quite procedural and analytical about how to get there They are not very likely to become strong advocates of your product or service They have a unique set of diverse traits where they are decisive and methodical but can sometimes be extra cautious and skeptical

Topics They Care About

Pavan has no verified topics they care about

Media Appearances

Pavan has no verified media appearances

Work History

- 1-2024
Head of Waitrose Technology - Instore and Online (Director Equivalent) at Waitrose & Partners
- 9-2021
Group Head Of Change Delivery and Technology - Customer and Data at John Lewis Partnership
- 4-2019 - 8-2021
Waitrose Online Programme Manager (Head Of equiv) at Waitrose & Partners
- 3-2018 - 4-2019
Senior Programme Manager at John Lewis & Partners
- 6-2015 - 3-2018

Education

- 9-2020 - 9-2021
Postgraduate Degree from Henley Business School
- Master's degree from University of Liverpool

Senior Technology Programme Manager for John Lewis Supply Chain at John Lewis & Partners

More Information

Social Presence :



Prographics :

Exp : 27 Location : **Greater London, England, United Kingdom** Job Level : **Mid-senior**

Designation : **Head of Waitrose Technology - Instore and Online (Director Equivalent) at Waitrose & Partners**

Insights For Selling To Pavan

👉 During A Call Or A Meeting

DO's

- Help them weigh the risks by sharing objective proof points instead of anecdotes and examples
- Showcase how you can impact results but also make sure that you share detailed information too
- Keep a professional, business-like approach; especially if you tend to get informal quickly

DONT's

- Avoid making strong statements, instead invite them to agree with you by asking them questions
- Don't focus on relationship, focus purely on the merit of your product
- Avoid inviting them for any social interactions until you have built some rapport with them

👉 When Cold Calling

Insights

Pattern Interrupt: Confident style, with a mix of informality and formality gets their attention.

Pace: Speak slightly fast. Sound like a 'gets shit done' person.

Tone: Do not sound too eager, as if you have met a friend suddenly after a long time. Keep the tone calm but confident.

Tactics To Win: Strong words, focus on results, respectful confidence

Mistakes To Avoid: Apologizing, nervousness, information overload, social proof

Making The Ask: Confidently, ask for 10-15 minutes. Allude to the results and outcomes that are possible. They care about the ends more than the means.

Subconscious Driver: Results and outcomes are what matter to them. Any credible shot at getting results will appeal to them quickly.

Script

Greeting: Pavan, this is [user_fname] at [user_companynamewordstwowords].

Opener: In 30 seconds if I could share how 100% of your sellers could kick ass this year, can I go for it?

Introduction: We have built an AI that predicts exactly what would matter to your buyer before you even meet them.

Ask: Can I put 15 minutes on your calendar to show you how this changes outcomes for you?

Close: [time1] on [date1] sounds good? Or would you prefer [time2] on [date2]? And [prospect_email] works well?

👉 When Writing An Email

Subject: To the point, measured

Example: Will this work?', '6.2% revenue impact' etc.

Salutation: No

Example: Skip 'Hi', 'Hey' etc., use only the first name

Greeting: No

Example: Skip usual lines like 'I hope you are doing well'

Emojis/GIFs:

Bullet Points: Could use

Closing Line: Clearly state your ask

Example: Something like 'Can we get on a call tomorrow at 1100 hours and finalize this?'

Complimentary Close: None or standard

Example: Something simple like 'Thanks', 'Regards', or nothing at all.

Tone of Words: Confident, direct

Overall Messaging: Focused on measurable results

Length of Mail: Very Short

Example: Less than 100 words

👉 While Negotiating & Closing

The secret to closing fast with Pavan is

- *ROI matters the most to them, followed by process and finally proof of results*

Will you ever get a clear answer from Pavan

- *They might hesitate a little, but will go ahead and say no when necessary (or asked)*

Insights For Deal Planning

How Fast (Or Slow) Will Pavan Move?

- *They are unlikely to move very fast, especially when it comes to new products or services*

Can Pavan Take Some Risk Or Not?

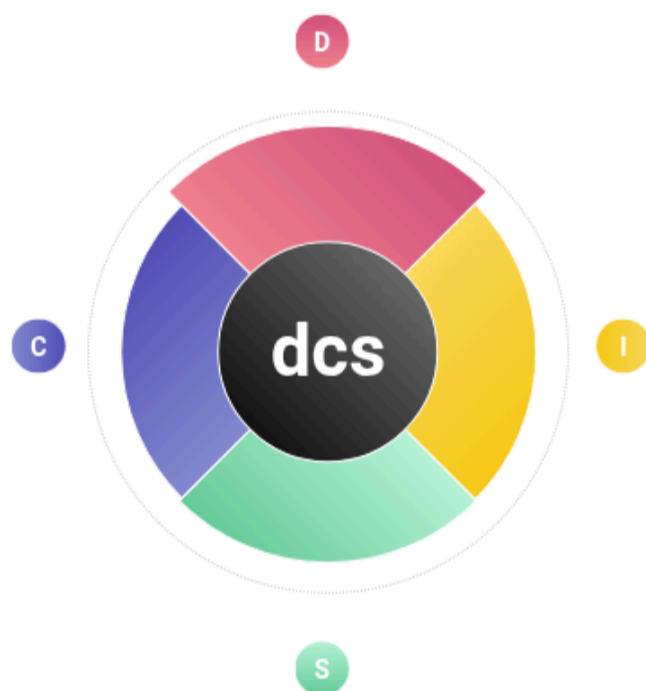
- *They have relatively low risk-appetite and are not very likely to go for something unproven and risky*

You And Pavan

Personality Compatibility

Not enough data to show compatibility comparison

DISC Profile : Pavan's Key Traits



DOMINANCE

Dominance(D) reflects how goal and task oriented a person is and her ability to accomplish results, irrespective of how demanding the circumstances might be. Those scoring high tend to be motivated by winning, competition and success and can be described as direct, demanding and strong willed.

CALCULATIVENESS

Calculativeness(C) reflects the degree to which a person is likely to be cautious, systematic and analytical. Those scoring high tend to emphasise quality and accuracy, enjoy showing off their expertise or challenging assumptions but can sometimes overanalyze things and be overcritical.

STEADINESS

Steadiness(S) reflects the degree to which a person is likely to focus on cooperation, support and taking everyone along. Those scoring high tend to be consistent and calm, are excited about the opportunity to collaborate and partner and could sometimes be indecisive or overly accommodating.