

MARGARITA ALEKS

EXECUTIVE COACH

ICF MEMBER



ABOUT

Margarita Aleks is an ICF Member, Executive Coach working with founders and C-level leaders in high-stakes, high-pressure environments.

She focuses on decision clarity under pressure, supporting leaders in navigating complexity, challenging assumptions, and maintaining the quality of their thinking when it matters most.

Founder & CEO of The Untold Conversations, a platform exploring leadership, decision-making, and the realities behind executive thinking.



My work sits in high-stakes environments where decision quality defines outcomes.

I operate alongside founders and C-level leaders in moments where the cost of misjudgment is measured in capital, reputation, and trust.

Positioned between business and coaching, my work is grounded in real leadership responsibility, not theory.

languages: english, spanish, russian

EDUCATION



ICF INTERNATIONAL COACHING FEDERATION



EMPRESARIALS-MANAGEMENT UNIVERSITAT POMPEU FABRA



THE ART & SCIENCE OF COACHING™ LEVEL 1 ERICKSON COACHING INTERNATIONAL



RESOLUCIÓ DE CONFLICTES PIME CONEIXEMENT

MINDFULNESS FOMENT FORMACIÓ

GESTIÓ DE L'ESTRÉS FOMENT FORMACIÓ

PROGRAMACIÓ NEUROLINGÜÍSTICA FOMENT FORMACIÓ

INTELLIGENCIA EMOCIONAL FOMENT FORMACIÓ

ETIQUETTE FOR ALL OCCASIONS

COLLABORATION

1. Executive 1:1 Coaching (CEO / C-level)

For founders and senior leaders navigating high-stakes decisions, pressure, and complexity.

Focused on decision clarity, leadership thinking, and resolving critical challenges.

2. Executive Coaching (HR-led)

Partnering with HR and leadership teams to support C-level executives through structured 3–6 month engagements.

Used for role transitions, performance pressure, and leadership alignment.

3. Leadership Team Sessions

Targeted sessions for leadership teams to address conflict, misalignment, and decision-making dynamics.

Focused on improving communication, clarity, and collective execution.



Areas of Work (Executive 1:1)

Margarita Aleks works with founders and C-level leaders in high-stakes, high-pressure environments where decision quality directly impacts business outcomes.

Her work focuses on:

1. *High-Stakes Decision-Making*

Navigating critical decisions under pressure, limited feedback, and time constraints.

2. *Leadership Identity & Founder-to-CEO Transition*

Stepping into higher levels of responsibility, redefining role, and strengthening leadership capacity.

3. *Pressure, Isolation & Executive Resilience*

Managing overload, decision fatigue, and the isolation that comes with leadership.

4. *Conflict & Leadership Team Dynamics*

Working through tension and complex dynamics with co-founders, boards, and senior teams.

5. *Strategic Focus & Prioritization*

Eliminating noise, clarifying direction, and reinforcing execution.

Leadership Sessions (Group Work)

1. EXECUTIVE DECISION-MAKING & ALIGNMENT SESSION

A focused session for founders and leadership teams designed to improve the quality of decision-making under pressure.

The session works directly with real business decisions, not theoretical cases.

Focus:

- How decisions are formed vs. how they are discussed
- Clarity of ownership and accountability
- Alignment of priorities vs. competing interests
- Identification of decision bottlenecks

Outcome:

Clearer decision-making, stronger ownership, and more consistent execution.

Format:

2.5–4 hours | Online or on-site | C-level & leadership teams

2. EXECUTIVE CONFLICT & COMMUNICATION SESSION

A focused session addressing conflict, tension, and communication breakdowns within leadership teams.

Focus:

- Sources of conflict and hidden tension
- Communication patterns under pressure
- Differences in decision styles
- Building constructive conflict

Outcome:

Reduced friction, improved communication, and stronger team cohesion.

Format:

2.5–4 hours | Online or on-site | C-level & leadership teams

THOUGHT LEADERSHIP & PUBLICATIONS



[Access full article](#)

“High-Stakes Leadership: When Exhaustion Distorts Decisions”



arabianpost

[Explore perspective](#)

The CEO Isolation Effect: How Decision Quality Declines in Silence



Dubai Khaleej

[Access full article](#)

When Leadership Style Fails Under Pressure: Alignment or Illusion?

Medium

[Access full article](#)

The CEO Isolation Effect: How Decision Quality Declines in Silence

STRATEGIC CONVERSATIONS

Founder-level conversation on decision-making, business structure & building under pressure with Alexey Redkin



[Discover full conversation](#)



The Untold Conversations

@TheUntoldConversations

Founder & CEO of The Untold Conversations: Raw and Real, a platform for strategic conversations with founders, CEOs, and C-level leaders.

The platform focuses on high-stakes decision-making, executive accountability, and the leadership mindset shaping outcomes across capital, reputation, and long-term business performance.



[@THEUNTOLDCONVERSATIONS](https://www.youtube.com/@THEUNTOLDCONVERSATIONS)



[@THE.UNTOLDCONVERSATIONS](https://www.instagram.com/@THE.UNTOLDCONVERSATIONS)

GRATITUDE



KH GROUP 7

20 April 2026

KH Group 7 FZE

Managment Consultancy

1003, Latifa Towers

Dubai, United Arab Emirates

To:

Ms. Margarita Aleks

ICF Business Coach

LETTER OF APPRECIATION

To Whom It May Concern,

We would like to express our sincere appreciation to **Ms. Margarita Aleks** for her valued collaboration with KH Group 7 FZE.

Throughout our work together, Margarita supported both the CEO and key leadership dynamics within the company. Her involvement brought greater clarity and structure to how decisions were approached, particularly in situations that required focus, alignment, and considered perspective.

What stood out most in her work was her ability to stay close to real business situations without drifting into theory, which made the process both relevant and easy to integrate into day-to-day operations. We valued the space she created for reflection, as well as her direct and thoughtful way of engaging with leadership.

We appreciate her contribution and would be open to continuing this collaboration in the future.

Sincerely,

Katerina Hayes

Katerina Hayes

Founder & Managing Director

katerina@khgroup7.com

KH Group 7 FZE

KH GROUP 7 FZE

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CLIENTS

Margarita Aleks works with founders and C-level leaders operating in high-stakes and high-growth environments.

Selected clients who have publicly shared feedback include:



Katerina Hayes

Strategic Growth Advisor, KH Group 7

 [@katerinahayes](#)

Emil Gilmansky

Founder b3barbershop Dubai



Eva Kazanskaia

CEO Vanguard ventures



CLIENTS

Through The Untold Conversations, Margarita works with and hosts conversations with founders and executives shaping business across the region.



Zaynab Elhaj

Founder & CEO of [Save.me](#) app
Forbes 30 under 30 Middle East

 [@zaynab-elhaj](#)

 [watch episode](#)



Saif Al-Yasi

Founder Alphacast Studios

 [@saif-al-yasi](#)

 [watch episode](#)



Fjolla Holzleithner

Founder & CEO of Day Holi

 [@fjollaholzleithner](#)

 [watch episode](#)

REPRESENTATIVE CASE

In March 2026, during a period of increased uncertainty across the MENA region, a founder leading an investment-focused company operating across the UAE and Saudi Arabia faced heightened pressure around strategic decisions.

The situation required navigating high-stakes choices related to capital allocation, market focus, and strategic partnerships across two distinct markets.

The work focused on:

- Decision-making under pressure in a volatile environment
- Clarifying strategic priorities across markets
- Structuring focus, energy, and resource allocation
- Navigating partner dynamics and leadership responsibility

Outcome:

- Stronger clarity in decision-making, faster prioritization, and reduced internal friction.
- Clearer strategic focus across markets, with more grounded decisions on where to invest time, capital, and partnerships.
- Increased leadership awareness, allowing the founder to operate with greater confidence and stability in a high-pressure environment.

This case reflects typical work with founders operating under pressure and managing multi-market complexity.

REVIEWS

Anna Walker

Performance coach, Author & Speaker

 [@anna-walker](#)



Anna Walker · 1st

🔥 Guiding Leaders, Entrepreneurs & High-Profile Professionals to Transform Love, Sex & Success | Author | Speaker | Premium Private Coaching for Those Who Want It All

March 3, 2026, Anna was Margarita's client

Margarita, thank you for our session. It helped me clear out several internal blocks that were holding me back from moving forward with my ideas and aspirations. Once again, I realized that I was the one standing in my own way. Thank you for guiding me through this process and helping me see a new perspective.

It has been three days since our session, and I have already taken multiple concrete actions toward my goal. I now have a clear vision of where I'm headed and a strong understanding of the reasons behind each step.

As a direct result of this clarity and renewed confidence, I'm happy to share that I've added a new member to my team. This is a major breakthrough for me and will allow me to move forward much more efficiently and with greater ease.

Thank you for helping me recognize my strengths and release the fears that were holding me back.

P. S. I've had a major breakthrough thanks to you!!!

Katerina Hayes

Strategic Growth Advisor, KH Group 7

 [@katerinahayes](#)



Katerina كوتر Hayes Eng MBA  · 1st

Co-Building GCC's \$2T Economic Bridge to Global Innovation | Strategic Growth Advisor | Cultural Intelligence for Market Entry | Investment & Government Affairs | Architect of Regenerative Economies | Emerging VC

September 4, 2025, Katerina كوتر was Margarita's client

Margarita, thank you so much for having me on The Untold Conversations. I have to be honest, I walked into this feeling the usual pre-interview nerves—you know, that little voice wondering if the ideas will land or if the conversation will flow. But from the very first moment, you just have this incredible ability to make it feel less like an interview and more like a catching up with a deeply insightful friend. The nerves melted away almost instantly because it was so clear you had not only done your homework but you were genuinely present and listening, not just waiting for your next question.

That, for me, was the most valuable part of the experience. So many interviews can feel transactional, but you created a space that felt both safe and expansive. You skillfully navigated the flow, and the questions you asked were so relevant and thoughtful that they didn't just bring out my story—they helped me see new facets of it myself. It felt like you were holding up a lantern, not a spotlight, gently illuminating the path and allowing me to walk through it at my own pace. You absolutely managed to draw out the story in a way that felt more authentic and impactful than I could have expected.

That's precisely what makes this podcast so different from others. Many shows are about extracting content, but yours is about building a connection. There's a palpable synergy that happens—your energy as a host, which is so inspiring in its own right, meets the guest's energy and creates this third, magical thing: a truly untold, raw, and real conversation. The professionalism of your entire team behind the scenes just amplifies that feeling; it's a well-oiled machine that runs on warmth and passion.

I would, without a single doubt, recommend this experience to any leader, creator, or thinker who has a story they feel is important but might be hesitant to share in a traditional, high-pressure setting. This is the podcast for them. It's for anyone who believes that the most powerful messages are delivered not through polished soundbites, but through genuine human connection.

And if I were to describe The Untold Conversations in just three words? I'd say: Insightful. Human. Synergy.

Thanks again for the incredible experience, Margarita. It was an absolute honor.

CONTACT



Margarita would be pleased to schedule a 20–30 minute online meeting at your convenience to discuss potential collaboration.



[. @MARGARITAALEKSCOACH](#)



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[WHATSAPP](#)