

Dr. Nimrat P Singh

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B I O – RESUME

Address (Office) **Tangram** - tracking the human mind
427 Platinum Plaza, Judges Bungalow Road, Bodakdev, Ahmedabad - 380 054
Ph: 0 79 - 26853626 & 27 e-mail: info@tangramhr.com web site:www. tangramhr.com

Nationality Indian

Educational Qualification **Ph.D. in Psychology** (Organizational Behaviour) Thesis Topic: Identifying The Personality Traits Of Effective Managers In Indian Organizations Using The Cross And Self Rating Techniques and The California Psychological Inventory (2002).

Masters in Clinical Psychology from Bombay University in 1989 with 1st Class.

Bachelors in Psychology from D.G.Ruparel College, Mumbai, in 1987 with 1st Class.

Experience:

Currently heading Tangram, a centre founded in 2003. Tangram is actively involved in training, counselling, psychometric assessment and HR related activities with educational institutions and organizations and is a practicing clinical psychologist, registered with the Rehabilitation Council of India.

Was one of the founder members of Manthan Centre for Counselling during 1996 - 2003. It was one of the first Counselling Centres of Gujarat.

Interest and Hobbies: Golf, Swimming, painting (oils), travelling, tarot card reading, reading – philosophy, psychology and literature books. Writing on applied psychology and current topics.

References: Available on request

A. Teaching Assignments	Nature of Assignment	Time Duration
01 Indian Institute of Planning and Management	Visiting Professor	2009 - 2010
02 School of Petroleum Management	Visiting Professor	2009 - 2010
03 Academy for HRD, Fellowship Programme	Visiting Professor	ongoing since 2007
04 'California Psychological Inventory – Academy of HRDVI Experiential Workshop	4 hours	2006
05 Nirma - MDP. ONGC Interpersonal Relations in Teams		1 day 2006
06 Short Courses on Counselling Skills and Personal	Coordinator	6 months- ongoing
07 Nirma Institute of Management - PGP - II Recruitment and Selection	Visiting Professor	2009 - 2010
Family Owned Business and Entrepreneurship of OB Programme		2003-2005
08 Visiting Faculty at AMA for Diploma of Management	Teaching	
a. Diploma of HRD		Last 8 years
b. Diploma of Corporate Communication & Advertising		Last 3 years
c. Diploma of Management Studies		Last 3 years
d. Diploma of Healthcare Management		Last 3 years
09 Gujarat University, Ahmedabad		
Taught University students, Psychology	Visiting Lecturer	1993 - 1994
10 Sophia College, Mumbai		
Taught senior college students, Psychology	Lecturer	1990

B. Training Assignments	Nature of Assignment	Time Duration
01 Tangram (Founder)	Training, Assessment, Counselling, Teaching & Consultancy	from April '03 (Ongoing)
02 Manthan Centre for Human Development '96 onwards (Co-founder)	Training, Assessment, Counselling, Teaching & Consultancy	7 years
03 Training Programme for Counselors		
From Manthan Centre for Counselling (Basic Course)	Coordinator and faculty	7 years
From Tangram - (Basic Course, Advanced Course and Super Advanced Course)	Coordinator and faculty	3 years (ongoing)
04 St. Xaviers College – Ahmedabad Faculty for Personal Resources and Organizational Behavioral Effectiveness (PROBE) programme (1993-1995)	Trainer	2 years
05 Academy of HRD Faculty for Training Programme for Effective Communication Skills for NGO's (1992)	Coordinator and Trainer	5 days
06 Co-faculty for Training Programme for Teachers of St. Xaviers College, Ahmedabad (1992)	Trainer	1 day

C. Psychotherapy and Counselling Assignments	Nature of Assignment	Time Duration
01 Practicing Psychologist at Tangram - tracking the human mind	Assessment, Counselling and Psychotherapy (CBT, Cognitive TA and RET)	April 2003 onwards
02 Counsellor and therapist at Manthan Centre for Human development (1996)	Counselling	8 years
03 Asha Niketan, Mumbai		
Worked with Drug addicts, alcoholics and personality disorders (1989-1991)	Clinical Psychologist	2 years

D. Institutional Consultancy Assignments	Nature of Assignment
01 School of Petroleum Management	Workshop on soft skills 2009
02 Calorx School	"Making Leadership Visible" One year workshop for students
03 Riverside School	Holistic career planning for grade 8 and 9 for 2009. Teacher workshop on Learning Difficulties in classrooms. 2009
04 Dada Bhagwan Foundation	Teacher and Parental workshops. 2009
05 International Travel and Tourism Institute	Life Skills Training to IATA students ongoing since 2006
06 Global	Soft Skills Preparation Workshops (2005 – ongoing) for Studies in Australia
07 Euro Kids	Parental Workshops – Magic Years (2006 – ongoing)
08 Aga Khan Foundation	'Disha' Workshop for students' career Planning (2006)
09 Indian Institute of Management (IIMA)	Counselling and PGL (FPM, ABM and PGP Levels) Student Counselling & Summer Workshops For 5 years
10 Mudra Institute for Communication, Ahmedabad (MICA)	Personal Growth Laboratory (EDC) Workshop on soft skills
11 National Institute of Design (NID)	Personal Growth Laboratory, Counselling, Retainership Panelist for PG admissions Ongoing since 7 years
12 Eklavya Education Foundation	Effective Parenting Workshop
13 Indian Institute of Technology, Powai	Workshop on Appearing for Interviews and Group Discussions
14 The Times of India	Career Counselling for students & writing a Column since 2002
15 National Institute of Fashion Technology	FDIT course - Personality devpt & training, Ongoing 7 years Career Counselling for graduate and post graduate students Mentoring Workshop (Foundation Course), PI & GD's for PG's
16 Ahmedabad Management Association Students,	Facilitating courses on Counselling Skills, Aptitude Tests, Managerial and Teachers workshops
17 Beacon High School (Mumbai)	Aptitude Testing and Career Counselling
18 H P Kapadia School	Aptitude Testing and Career Counselling
19 Busy education	Counselling & Psychometric Assessment for Students & parents of Xth, XIth and XIIth standard students Ongoing since 5 years
19 Vikalp - Career Guidance (City Pulse group)	Co-ordinated a workshop - "Career Fair" 2005.
20 Engineers Association Bhavnagar	Annual Career Counselling Workshop 2004 onwards
21 Nirma Institute of Management	Faculty for Organization Behaviour - 2004 onwards
22 Vikas Vartul Trust (Bhavnagar)	XIIth Science career guidance from 2003 onwards
23 Mt. Carmel School, Teachers	"Reaching out to Students" - workshop for Secondary School
21 N.M.I.M.S. - Open Spaces	Personal Growth laboratory, - Selection by PI and GD's for PG's
22 Gandhi labour Institute	Soft Skills Training for Doctors, Public Healthcare Directors

E. Personal Growth Laboratory (PGL) Experience

- Programme Director (PD) for MICA Lab 2001.
- Resource person for Sumedhas Summer Programme – 2001
- Resource faculty for MEP (IIM-A) for managers in 1999.
- Fellow (1999) in Sumedhas Academy for Human Context — completed three phases and presented a paper on process work.
- Resource person for PGL, MICA 1997 and Faculty from 1998 onwards.
- Resource person for PGL's of IIM "Exploration of Roles and Identity" (ERI) in 1997 & NID (1997,1998).
- Participated in PGL's of MICA, NID and IIMA (MEP) in 1996.

F. Research and Publications

1. A Student's Journey of life – Busy Buzz Magazine 2006
2. Samundra Manthan: A Journey inwards – Tangents, 2006
3. Currently writing for Education Times, Ahmedabad column - "Growing Pains" since April 2005.
4. Publishing and writing for Tangents, the in house magazine from Tangram.
5. "Identifying Personality Profile of Effective Indian Managers" paper presented at the HR Asia Pacific Conference held by Academy of HRD, in Bangalore in October 2002.
6. Served as a Career Counsellor and wrote a weekly column addressing students queries for 'The Times of India' Ahmedabad, from 1999 to 2001.
7. Wrote for e-magazines and news papers on various topics related to Students, Management and Personal Growth. The key articles include:
 - 'The Psyche of an Indian Manager' (to be published in Times of India)
 - 'Students at Different Thresholds' (Times of India - Feb 2000)
 - 'We the Living' (Times of India - Feb 2001)
8. Co-authored the paper 'Understanding Yoga and Process Work' for 'Chinmaya - Journal of Management', 1999.
9. Co-authored a paper 'A Study on the Personality Profile of Middle Managers: The Indian Experience' Working Paper no. - 1998 Indian Institute of Management, Ahmedabad.
10. Prepared a number of case studies for the 'Training Programme for Counsellors' which served as reading material for the courses at Manthan, Tangram.
11. Reviewed the book 'Workplace Counselling: A Systemic Approach to Employee Care", for Vikalpa - IIM-A journal, July to Sept 1998.

G. Papers Presented

1. "Managing Attrition through a Standardized Process" at NIRMA International Conference on Management - 2009 on Strategic HRM and Enterprenuership in The Changing Business Scenario.
2. Selection: A Tool Kit for Executives' at the national HRD Network, Ahmedabad Chapter, June '2003
3. 'Identifying the Personality Traits of Effective Indian managers' - Leadership and change at the International Conference on Human Resource Development in Asia, IIM Bangalore, '2003.
4. 'Managing Business for Survival and Growth' in the changing scenario at the Institute for Management Consultants of India (Ahmedabad Chapter), 1997.

H. Other Accomplishments

01. Conducted sessions on 'Art Of Parenting' at Lions Leadership Institute.
02. Designed various programmes for parents on children between 2 & 1/2 to 6 years – 'Magic years' series of workshops.
03. Designed teachers workshops on 'How children learn differently'.
04. Designed a Certificate Course in Counselling skills and Personal Growth – Basic, Advanced Course and Super Advance Course. They are offered twice a year from Tangram.
05. Designed the script and presentation of the new magazine TQM and Quality released by the HRD Network and Suvik Communications (1994).
06. Designed and developed - one day workshops - 'Can I be a Counselor?' and 'Reaching out to Students' for Ahmedabad Management Association. It is an ongoing programme across schools in the state of Gujarat.
07. Designed and offered workshops that deal with issues of growing up for adolescents. Some of the key workshops are listed as 'Adventures of Adolescents', 'Mysteries of Growing Up' and Youth.com.
08. Prepared the script and compered a TV show on – Answers to Alcoholism and Drug Addiction, produced by Bombay Doordarshan (1990).

I. Significant Assignments - Academics

1. Columnist for "Growing Pains" with the Education Times – The Times of India News Paper, Ahmedabad April'2005 onwards.
2. On the National Institute of Design Selection Committee for P.G. Admissions - Communication Design (Graphics, Animation and Multimedia) group since 2002.
3. Retained by Indian Institute of Management, Ahmedabad as a career counsellor for providing insights into students strengths and developmental areas through psychometric assessments for PGPs, FPMs, ABMs, MEP's and FDP's.
4. Retained by Busy Education a tutorial across the state of Gujarat since '2002. The nature of the activities includes educational packages for Xth, XIth and XIIth students (CBSE, GB) focusing on psychometric assessment, evaluation and seminars for parents and students. It is an ongoing assignment covering about twelve thousand students and their parents in the last four years.

J. Significant Events

1. Times Avenues - Invitation of Times of India Publications as speaker for "Counselling as a Career" held at Tagore hall, Ahmedabad, June 20th 2009.
2. Redbricks School - Invitation from Claris as speaker for Parent session held in May 2009.
3. Invited to deliver key note address on 'Role of Employees in the changing scenario' (Senior Manger and trade Union office bearers 2006)- Central Board for workers.
4. Invited to provide special focus on IQ and spoke for Calorx Foundation 2006 (Importance of Assessment of IQ and Academic potential in children)
5. Interviewed in the column "Persona" - feature of the Ahmedabad Management Association newsletter October '2005.
6. Invited to judge the Group Discussion organised by Concourse '2005, HLBBA College.
7. Invited to judge the Mr. and Mrs. Gujarat 2004 organised by the National Academy of Event Management and Development.

K. Education Update

Degree	Year	Institution	Percentage	Class
Ph.D.	2002	Gujarat University (School of Psychology)		
MA	1989	Bombay University (Clinical Psychology)	** 63%	1 st
BA	1987	Ruparel College (Entire Psychology) (Mumbai)	* 68%	1 st
HSC	1984	Ruia College (Mumbai)	65%	1 st
SSC	1982	Loreto Convent (Mumbai)	74%	1 st

* Stood Second in the Arts faculty and First in the Psychology Department in Ruparel College

** Stood 7th in the Bombay University Applied Psychology Department.

L. Courses and Workshop Attended

- HR Intervention and OD Intervention workshop in Delhi - April 2009
- Advanced Forum held in Sept 2009
- Landmark Forum and LFIA Series held in August 2009
- Assessment and Remedial learning difficulties by Aparna Kalyanpuri - 2009
- NICOM - 2009 - Strategic HRM and Entrepreneurs in the Changing Business Scenario (2009)
- Certificate Course in Nutrition and Dietetics - Grade - A (2009)
- Edutreat - International Conference on Opening doors to Ideas, Education and Diversity (2008)
- Vipasana Meditation Course (2008, 1989)
- Certified course on practioneir NLP held in New Delhi (2007)
- Dream Workshop by Dr. Pushpa Mishra (2006)
- Enhancing Sales and Customer Relationship Skills through MBTI Insights, Ahmedabad (2005)
- Academy for HR-Asia Pacific Conference on trends and Challenges for HR, at Bangalore (2002)
- Existential Universe Mapping (EUM) held by Cognan, Bangalore (2002)
- Learning Theatre Workshop by Sumedhas (1998)
- Moreno School of Psychodramas held at Ahmedabad (1997) and Lonavala (1996)
- Short term course on Psychotherapy, Psychotherapy Study Group, Ahmedabad (1994)
- A ten day workshop by Dr. Baljeet Mehra, Psychoanalytical Society, London at Ahmedabad (1994)
- The Landmark Forum (1992)
- Transactional Analysis (TA), Mumbai (1990)
- Neurolinguistic Programming (NLP), Mumbai (1990)
- Rational Emotive Therapy (RET), Mumbai (1989)
- Rogerian – Client Centred, Mumbai (1988)

M. Workshop Designed for Students

Designed a number of workshops for children and youth based on knowledge, skills and behavioural models. Some of the workshops are:

- Effective Study habit
- Enhancing Concentration and Memory
- Scheduling and Managing Time
- Overcoming Study Stress
- Adventures of Adolescence
- Wonder Years
- Mysteries of growing Up
- Trying Teens
- Bud to Blossom
- Mind and Body Workshop
- Excelling in Competitive Exams
- Blue Print to Success
- Assessment for career Planning
- 'Life Skills for Students' to study in foreign shores – Careers, Roles and Identity

N. Membership and Affiliations held

- Member of core team – 'Friends of Dyslexics' – Ahmedabad. (www.friends of dyslexia.com)
- Member of the Rehabilitation Council of India (License to practice as a clinical psychologist. RCI No. A01516)
- Fellow of Sumedhas Academy of Human context. (www.sumedhas.org)
- Member of Mumbai Psychological Association
- Expert Consultant and Visiting Faculty at Poiesis Achievement Foundation (www.poiesisfoundation.org)

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