

**TANGRAM - tracking the human mind**  
*Talent Assessment, Training and Coaching, Counselling, Guidance*

**Nimrat Singh, Ph.D.**

**Professional History**

Nimrat. Singh, PhD has extensive counseling, training and consulting experience with schools, colleges, universities and organizations. She has played a significant and pioneering role in formalizing the field of counseling and career guidance in the city of Ahmedabad. She has consulting experience in Engineering and Manufacturing organizations. She has been part of the Business Process Reengineering phase for a number of organizations and has consulted several leadership developments projects for mid to senior level managers and leaders. She was retained by organizations to bring about change and transformation with the focus being on organizational development, system and structure changes, talent profiling, role mapping and transforming mind set. She has worked on assignments involving talent recruitment, succession and career planning and senior leadership coaching. The Global Business Excellences in Social Impact by Guide (U.K), 2021. Awarded on 'Kaur's: Honouring Women's Legacy Inspiring The Future' conducted by World Sikh Chamber of Commerce held on 20<sup>th</sup> March 2025.

She has a Bachelor's degree in Psychology, a Master's degree in Clinical Psychology and a PhD degree in Organizational Behavior - Psychology. She completed her major education in Mumbai and presently resides in the city of Ahmedabad, India. She is highly fluent in English and Hindi and speaks Punjabi, Marathi and Gujarati with reasonable comfort. Her interests include writing, travelling, wild life photography and painting. Nimrat Singh's Linked In <https://www.linkedin.com/in/dr-nimrat-singh-a70a612b/?jobid=1234>

**Professional Experience**

- Consultant and founder of Tangram - Tracking the human mind 2002 till date. (<http://tangramhr.com/>)
- 'Love Yourself, Heal Your Life' Teacher since 2015.
- Columnist with TOI and magazines on applied psychology.
- Trained ISTDP Practitioner and Psychotherapist.
- Licensed Practitioner of Neuro - Linguistic Programming (NLP) 2007
- Teaching experience with MBA and Doctoral / Fellows.
- Certified Psychometrician and Practitioner for 16PF, CPI, Hogan, TAT.

**Coaching Training Approach**

Nimrat adopts the knowledge, skills and behavioral application (KSA) approach to identify, select and assess the individual's strengths and developmental needs through standardized Psychometric tools as well as simulations, role plays and semi – structured techniques. She has worked in areas of personal growth, personal productivity, team building, group dynamics, interpersonal communication, and managing leadership and change. Nimrat's emphasis in coaching is to support the individual to be self-driven and to design formal mechanisms for continuous engagement and improvement to accomplish desired results.

**Credentials and Professional Association**

- Authored 2 books - "From 'Talent to Career' published by AMA in July 2016" and "Proactive Parenting" in '2014 (both are translated in to Gujarati).
- Currently Pursuing Post Graduate Diploma in Counseling and Family Therapy (PGDCFT) from School of Continuing Education, IGNOU (2018).
- Founding Member of the Youth Hostel Association of India (YHAI) Aarohi Women Unit, Ahmedabad (2022)
- Vice President of Gujarat Association of Practicing Psychologist (G.A.P.P) 2015.
- Ph.D. in Organizational Behavior from Gujarat University 2002.
- M.A. in Clinical Psychology from Mumbai University 1989.
- B.A. in Psychology from D.G. Ruparel College, Mumbai 1987
- Member with Indian Association of Clinical Psychologist, 2010. (IACP) - LAM307/11
- Practicing Psychologist licensed by the Rehabilitation Council of India 1995. (RCI No. A01516)
- Fellow of the Sumedhas Academy of Human Context 1999

**Areas of Expertise for Institutes / Organizations**

- Institutional Development Interventions
- Leadership Building
- Talent Profiling & Psychometric Assessment
- Designing & implementing programmes for Teachers, Parents and Students from KG to PG.
- Career Counseling through Holistic Model (Interest, MI, Aptitude & Personality)
- Psychotherapies (CBT, NLP, REBT & ISTDP).
- Personal Productivity and Self – Management.
- Personal Growth and Stress Management.

### Representative Institute Clients

- Grasim Industries Ltd., Bharuch
- Anandalaya School, Anand
- Ministry of Industrial Training Institute (ITI)
- National Institute of Design (NID)
- National Institute of Fashion Technology (NIFT)
- Mudra Institute of Communications (MICA)
- NIRMA University
- Indian Institute of Management - Ahmedabad
- Riverside School
- Emerald Heights International School - Indore
- Zydus School for Excellence

### Representative Industry Clients

- Mitsubishi Chemicals India
- Teva Pharmaceutical Industries Ltd.
- St. Gobain float Glass Ltd.
- Danaher
- Mahindra and Mahindra Ltd – FES
- Welspun
- Torrent Power Ltd.
- Intas Pharmaceuticals Ltd.
- Tilda Riceland Private Ltd.

### Paper Presentation and Publication

#### Organizational

- a) 'Managing Attrition through a standardized Process' at NIRMA International Conference on Management – 2009 on Strategic HRM and Entrepreneurship in the Changing Business Scenario.
- b) 'Identifying the Personality Traits of Effective Indian managers' – Leadership and change at the International Conference on Human Resource Development in Asia, IIM Bangalore, 2003.

#### Educational

- a) 'The Role of Psychometrics in Selection of an Institutional Head – A Study', International Journal of Education and Psychological Research, Vol.8, Issue-4, Dec 2019. (<http://ijepr.org/>).
- b) 'A Changing Profile of High School Girls in Rural India - A Positive Shift', Indian Journal of Psychology and Education, Vol.8, No.2, July 2018. (<http://www.ijpe.co.in/>)
- c) 'Holistic Talent Profile (HTP) A Student Empowerment Model', International Journal of Indian Psychology (IJIP), June 2017. (<http://ijip.in/index.php/component/booklibrary/60/view/62/Volume%204/145/->

[international-journal-of-indian-psychology-volume-4-issue-3-no-101.html](http://international-journal-of-indian-psychology-volume-4-issue-3-no-101.html))

- d) 'Developing Teachers As Counsellors' – An Empowerment Model', International Journal of Education and Psychological Research (IJEPR), March 2017. ([http://ijepr.org/doc/V6\\_Isl\\_Mar17/ij8.pdf](http://ijepr.org/doc/V6_Isl_Mar17/ij8.pdf))
- e) 'Mentoring Personal and Academic Development of High School Students of Rural Gujarat' - A longitudinal study', 24th Annual Convention of National Academy of Psychology (NAOP), Bhopal, December 2014.

#### Clinical

- a) "Mental Constitution and Hope: An Amalgamation of the East and West" by St. Xavier's University - Journal of Interdisciplinary Research. Kolkata Vol. 2, Issue 1, 2024.
- b) Masochistic Behavioural Tendencies and Self-Mutilation in Anorexia Nervosa: A Case Evaluation, The International Journal of Indian Psychology. Volume 11, Issue 4, October- December, 2023. <https://www.ijip.in>
- c) Effectiveness of Cognitive Therapy in Treatment of Dependent Personality Disorder', International Journal of Education and Psychological Research (IJEPR), June 2019. Paper presented at the 40th National Annual Conference of Indian Association of Clinical Psychology 2014 at Kattankullathur, Tamil Nadu from 28th Feb 2014 to 2nd March 2014.
- d) 'Fear of Flying (fear of losing control)', Indian Journal of Mental Health (IJMH), April-June 2019. ([Indian Journal of Mental Health 2019; 6\(2\) pgs.138-144](http://IndianJournalofMentalHealth2019;6(2)pgs.138-144)). Paper presented at "Pedagogy as a requisite to make Counselling Psychology A promising profession in India" held by Department of Psychology at St. Xavier's college Ahmedabad, 9<sup>th</sup> February 2018.
- e) 'Are Depression and Anger Two Sides of the Same Coin', Indian Journal of Mental Health (IJMH), July-September 2018. (<http://indianmentalhealth.com/2018-vol5-issue3.html#>)  
Paper presented at 44<sup>th</sup> National Annual Conference of Indian Association of Clinical Psychology (NACIACP), 2018 and Golden Jubilee Year Celebration of IACP organized by Department of Psychology & Mental Health, SHSS, Gautam Buddha University, Greater Noida, U.P., February, 2018.
- f) "Exploring career options for Dyslexic" in 7th Annual International Conference on Dyslexia and SLD, Delhi Oct 2011.