

Dr. Nimrat P Singh

#22 / 23 - Deepak Apartments, Management Enclave Road, Vastrapur, Ahmedabad 380 015, Gujarat
Ph: 079 - 26853626 & 27 e-mail: info@tangramhr.com and nimrat@tangramhr.com web site:www. tangramhr.com

B I O – RESUME

Address (Office): **Tangram** - tracking the human mind
427 Platinum Plaza, Judges Bungalow Road, Bodakdev, Ahmedabad - 380 054
Ph: 079 - 26853626 & 27 e-mail: nimrat@tangramhr.com info@tangramhr.com.
website: 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, Bombay 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 articles on applied psychology and current topics.

References: Available on request

A. Teaching Assignments	Nature of Assignment	Time Duration
01 Ahmedabad University	Visiting Professor	2011
02 Indian Institute of Planning and Management	Visiting Professor	2009 - 2010
03 School of Petroleum Management	Visiting Professor	2009 - 2010
04 Academy for HRD, Fellowship Programme (ongoing)	Visiting Professor	since 2007
05 'California Psychological Inventory – Academy of HRD	VI Experiential Workshop - 4 hours	2006
06 Nirma - MDP. (ONGC)	Interpersonal Relations in Teams 1 day	2006
07 Short Courses on Counselling Skills and Personal Growth	Coordinator 6 months -	ongoing
08 Nirma Institute of Management - PGP - II Recruitment and Selection	Visiting Professor	2009 - 2010
Family Owned Business and Entrepreneurship of OB Programme		2003 - 2005
09 Visiting Faculty at AMA for Diploma of Management	Teaching	
a. Diploma of HRD		1998 - 2006
b. Diploma of Corporate Communication & Advertising		for 3 years
c. Diploma of Management Studies		for 3 years
d. Diploma of Healthcare Management		for 3 years
10 Gujarat University - Ahmedabad, Psychology Department	Visiting Lecturer	1993 –1994
11 Sophia College - Mumbai, Psychology Department	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) Counselling, Teaching & Consultancy	Training, Assessment,	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 (ongoing)	3 years
04 St. Xavier's 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. Xavier's 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, TA , NLP, Hypnotherapy and RET)	April 2003	onwards
02 Counsellor and therapist at Manthan Centre for Human development (1996)	Counselling	8 years
03 Student Counsellor - National Institute of Design	Counselling	2009 -2010
04 Student Counsellor - Indian Institute of Design Management -A		2003-2005
05 Asha Niketan, Mumbai (Clinical Psychologist) Worked with Drug addicts, alcoholics and personality disorders	(1989-1991)	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 8th and 9 th for 2009.
	Teacher and Parenting workshop on various topics
	Started a Student Development centre 2009-2010
04 Dada Bhagwan Foundation	Teacher and Parental workshops. 2009
05 International Travel and Tourism Institute	Life Skills Training to IATA students 2006-2008
06. Global - AUPP Program for Australia	Soft Skills Preparation Workshops (2005 – 2009)
	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 Discussion
14. The Times of India	Career Counselling for students & writing a Column - Since ‘02
15. National Institute of Fashion Technology	FDIT course - Personality development and training, -
	Ongoing 7 yrs
	Career Counselling for graduate and post graduate students
16. Ahmedabad Management Association	Mentoring Workshop (Foundation Course), -PI & GD’s for PG’s
	Facilitating courses on Counselling Skills, Aptitude Tests,
	Students, Managerial and Teachers workshops
17. Beacon High School (Mumbai)	Aptitude Testing and Career Counselling
18. H B. Kapadia School	Aptitude Testing and Career Counselling
19. Busy education (P) Ltd.,	Counselling & Psychometric Assessment for Students &
	parents of Xth, XIth and XIIth standard students -
	Ongoing since 5 years
20. Vikalp - Career Guidance (City Pulse group)	Co-ordinated a workshop - “Career Fair” 2005.
21. Engineers Association Bhavnagar	Annual Career Counselling Workshop 2004 onwards.
22. Nirma Institute of Management	Faculty for Organization Behaviour - 2004 onwards
23. Vikas Vartul Trust (Bhavnagar)	XIIth Science career guidance from 2003 onwards
24. Mt. Carmel School, Teachers	“Reaching out to Students” - workshop for Secondary School
25. N.M.I.M.S. - Open Spaces	Personal Growth laboratory, - Selection by PI and GD’s for PG’s
26. 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 columnist for Just Read - An Informative Magazine every month since 2009 till date
2. A columnist for ' Ask The Expert ' addressing queries for 'The Open Page' Ahmedabad, since 2010.
3. Contributed as an expert for articles for Femina – 'When Old is Not Gold' February 2010 and 'so Far Away from Me' August 2010
4. Guided Ms. Deepika Sondhi for her MPhil Programme - "The Third Culture kids and their relationship", MPhil / 6243 / CNG / 2008D, under Global Open University.
5. Interviewed Ms Beena Handa, Chief mentor, Claris Group and Mr Shyam Sharma, Vice President – HRM, Claris Life Sciences along with Dr .Hardik Shah, for Academy of HRD, Newsletter , 2010
6. A Student's Journey of life – Busy Buzz Magazine 2006
7. Samundra Manthan: A Journey inwards – Tangents, 2006
8. Contributed to Education Times, Ahmedabad as a columnist for - "Growing Pains" from April 2005.- 2007
9. Publishing and writing for Tangents, the in house magazine from Tangram.
10. "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.
11. Served as a Career Counsellor and wrote a weekly column addressing student's queries for 'The Times of India' Ahmedabad, from 1999 to 2001.
12. 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)
13. Co-authored the paper 'Understanding Yoga and Process Work' for 'Chinmaya - Journal of Management', 1999.
14. 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.
15. Prepared a number of case studies for the 'Training Programme for Counsellors' which served as reading material for the courses at Manthan and Tangram.
16. 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 Workshops for Doctor's, Nurses, Support Staff on Employees Motivation at Mayflower Women's Hospital 2011.
02. Conducted a series of Workshops for Kachi Jain Seva Samaj- Parents & Children from age group 0-5, 6-12, 12-18 since 2010.
03. Conducted workshops on NIFT students on various soft skills since 2006.
04. Conducted sessions on 'Art Of Parenting' at Lions Leadership Institute.
05. Designed various programmes for parents on children between 2 & 1/2 to 6 years – 'Magic years' series of workshops for various schools and townships
06. Designed teachers workshops on 'How children learn differently'.
07. 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 since 2003.
08. Certified by Ahmedabad Nature Lovers' Association (ANALA), for trekking Bhriku Sarovar, situated at 14,500 feet in the Himalayas, during Himalayan Environment Camp at Manali, May 1996 'amongst few campers to achieve the remarkable feat'.
09. Designed the script and presentation of the new magazine TQM and Quality released by the HRD Network and Suvik Communications (1994).
10. 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.
11. 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.
12. 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 2005 -2007
2. On the National Institute of Design Selection Committee for P.G. Admissions - Communication Design (Graphics, Animation and Multimedia) group and Product Design 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 from 2003 -2005
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 six years.

J. Significant Events

1. Invited to deliver a talk on 'The Art of Positive Parenting', organized by Affairs Exhibition – Premier Schools Exhibition, at hotel pride, Ahmedabad, 2011
2. Invited as a Counsellor for the NID students at Paldi, Ahmedabad - 2010
3. Times Avenues - Invitation of Times of India Publications as speaker for "Counselling as a Career" held at Tagore hall, Ahmedabad, June 20th 2009.
4. Redbricks School - Invitation from Claris as speaker for Parent session held in May 2009.
5. 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.
6. Invited to provide special focus on IQ and spoke for Calorx Foundation 2006 (Importance of Assessment of IQ and Academic potential in children)
7. Interviewed in the column "Persona" - feature of the Ahmedabad Management Association newsletter October '2005.
8. Invited to judge the Group Discussion organized by Concourse '2005, HLBBA College.
9. Invited to judge the Mr. and Mrs. Gujarat 2004 organized 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%	1st
BA	1987	Ruparel College (Entire Psychology) (Mumbai)	* 68%	1st
HSC	1984	Ruia College (Mumbai)	65%	1st
SSC	1982	Loreto Convent (Mumbai)	74%	1st

*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. 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

M. Courses and Workshop Attended

- Certificate course on "Rorschach Inkblot Test using Exner's Comprehensive System", Surat from 24th – 26th January 2011
- Integrated Clinical Hypnotherapy Workshop in Ahmedabad by "The California Hypnosis Institute of India – 11th – 13th of February 2011
- Certification in Hogan Assessment, held by Mobley Group Pacific, Shanghai, China in August 2010
- Academy of HRD, workshop on Assessment Centres by Dr Seema Sanghavi, New Delhi, 2010
- Certificate course – ' 10 Experiential workshop on ' Learning Instruments in HR and OD' New 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 Entrepreneurship 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 Workshops by Dr. Pushpa Mishra (2008 and 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)

N. Membership and Affiliations held

- Licensed Practioneer - Hogan Assessment (2010)
- Affiliation to National Psychological Associations
 - 1 RCI Membership No. A01516 (www.rehabcouncil.nic.in)
 - 2 IACP - No. LAM307/11 (www,iacp.in)
 - 3 Indian Psychologists at Yahoogroups .co.in
- Member of core team – 'Friends of Dyslexics' – Ahmedabad. (www.friends of dyslexia.com)
- 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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