



TANGRAM - tracking the human mind
Talent Assessment, Executive Coaching, Organization Culture

Nimrat Singh, Ph.D.

Professional History Nimrat Singh, PhD has extensive consulting experience in Engineering and Manufacturing organizations. She has been part of the Business Process Re-engineering phase for a number of organizations and has consulted several leadership development projects for mid to senior level managers and leaders. Her projects have included preparing several Indian owned and managed organizations move towards globalization and multinational organizations. 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 mindsets. Nimrat has worked on assignments involving talent recruitment, succession and career planning and senior leadership coaching.

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 four Indian languages: Hindi, Punjabi, Marathi and Gujarati.

- Credentials and Professional Associations**
- * PhD 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
 - * Practicing Psychologist licensed by the Rehabilitation Council of India 1995
 - * Fellow of the Sumedhas Academy of Human Context 1999
 - * Licensed Practitioner of Neuro-Linguistic Programming (NLP) 2007
 - * Certified in Hogan Assessment System

Coaching 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 emphasizes supporting the individual to be self-driven and to design formal mechanisms for continuous engagement and improvement to accomplish desired results.

- Professional Experience**
- * Project Consultant and founder of Tangram - Tracking the human mind 2002 till date
 - * Consultant and co founder of Manthan Centre for Human Development 1996 to 2002
 - * Research Associate, Indian Institute of Management (IIM) 1991–1995
 - * Teaching experience with MBA and Doctoral / Fellows



Level / Function Expertise
 Owner/top management
 Area managers Functional heads
 High potential individual/ teams

Coaching Focus
 Diversity Management
 Major Transitions
 Matrix Management Targeted Skills

Industry & Sector Knowledge
 Engineering and Manufacturing
 Healthcare (Pharmaceutical and Clinical Research Organisation)
 Oil, Natural Gas and Power
 Chemical

Representative Clients
 St. Gobain float Glass Ltd
 Danaher
 Larsen and Turbo (ECC division)
 Mahindra and Mahindra Ltd FES)
 Torrent Power Ltd
 Intas Pharmaceuticals Ltd
 Tilda Riceland Private Ltd