**Ms. Nimrat Dhariwal, B.Sc. (Eng), CPCC, ACC**

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#### PROFESSIONAL PROFILE:

* Successful, international track record as an internal corporate trainer and certified coach for a hi-tech company in British Columbia with offices world wide
* Over seven years experience in coaching leaders to develop their capabilities to innovate, engage, coach and lead others to successful results in a fast-paced, constantly changing environment
* Dynamic, passionate trainer with twelve years experience in designing and leading experiential, transformational training that delves beyond the quick fix event to the self-awareness, self-management and action that is needed for lasting behavior change
* Strategic planner working with senior management and Human Resources, identifying strategic training needs across the company and developing programs to meet those needs

#### EMPLOYMENT HISTORY:

**MDA (MacDonald Dettwiler and Associates), Richmond, Canada 1993 to Present**

###### Roles: Internal Corporate Trainer and Certified Coach: Sep 2000 – Present

Corporate Trainer

* Analyzed annual company training needs including individual needs for subject matter experts (SMEs), all levels of management and specialized needs for project teams
* Co-designed and co-delivered an annual leadership development program for senior and middle managers on emotional intelligence, coaching others, change management, managing stakeholders and facilitating difficult conversations
* Designed and delivered an annual leadership development program for new supervisors and team leaders on dealing with conflict, giving and receiving effective feedback, building high performance teams and using situational leadership
* Designed and delivered training to project teams to build cohesion, improve customer service, kick-off projects and improve team communication and productivity
* Designed and delivered annual professional development training courses for employees
* Designed an online career track system to help employees manage their careers with information on possible career paths, employee interviews, available tools and resources and a downloadable, self-directed career development workbook

Certified Coach

* Coached MDA leaders including directors, managers and team leaders to success in their roles by helping them understand their sharp edges and broaden their range and ability to style flex to meet the needs of their customers, employees and stakeholders
* Coached employees through career transition from SME and/or technical management into general management, business development or operations

###### Roles: Project Engineer, Systems Engineer, Team Leader: Apr 1993 – Sep 2000

* As Project Engineer had overall responsibility for budget, schedule, functionality, risk management and contractual acceptance for two projects at MDA
* As Systems Engineer tracked and resolved all system issues for system component of Ground Station for capturing and enhancing satellite imagery
* As Integration and Test Team Lead analyzed and tracked all system requirements and devised test scenarios for two baselines for a safety critical aviation system

**Imperial Chemical Industries, London, England Programmer/Analyst** **1990 to 1992**

* Interviewed clients about system requirements and defined business solutions for systems including technical specifications, implementation, test, sell-off and support

**Logica PLC, London, England** **Programmer** **1989 to 1990**

* Implemented and tested software modules from detailed design documents

#### ADDITIONAL ROLES:

* Member of the Board of Directors, ICF Vancouver Chapter responsible for Promotions in 2011 and Membership in 2012
* Presented highly rated break-out sessions at the Toastmasters District 21 Conference

**EDUCATION and PROFESSIONAL DEVELOPMENT:**

* Co-active Leader Program, Sycamore Tribe The Coaches Training Institute 2011
* Associate Certified Coach (ACC) International Coach Federation 2008
* Certified Professional Co-active Coach(CPCC) The Coaches Training Institute 2008
* Co-active Coaching Core Curriculum The Coaches Training Institute 2005
* STRONG Interest Inventory Qualifying Psychometrics Canada 2003
* MBTI Step 2 Training Program Psychometrics Canada 2001
* MBTI Step 1 Qualifying Program Psychometrics Canada 2001
* Train-The-Trainer Certification AchieveGlobal 2000
* BSc(eng), Computer Science Imperial College, University of London 1998

**SEMINARS I DELIVER:**

* Asserting Yourself
* Coaching Skills
* Conflict Resolution
* Developing Effective Teams
* Effective Communication Skills
* Effective Customer Service
* Effective Meetings
* Effective Feedback
* Emotional Intelligence
* Goal Achievement
* Influencing Skills
* Lateral Thinking Tools
* Managing in the Middle
* Mentoring Others
* Myers Briggs Type Indicator (MBTI)
* Presentation Skills Workshop
* Situational Leadership Workshop
* Six Thinking Hats
* Stress Management Workshop
* Supervisory and Leadership Training
* Time Management Workshop
* Train-The-Trainer Program
* Introduction to Mind Mapping

**PERSONAL SUMMARY:**

I am a product of three countries and four cultures. I was born and raised in Kenya, East Africa and studied and worked in London, England. Then I moved to Vancouver, Canada and found my home. I’m just as comfortable having bangers and mash as singing karaoke to the latest Bollywood movies or hiking the trails of beautiful and rainy British Columbia. I’ve made career transitions from engineer to trainer to certified coach and am working on the next one into writing. I love dancing and good conversation, read voraciously and am trying to cultivate a green thumb.