



**Coaching and  
Consultant  
Profile**

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**Summary**

With over 20 years of experience in talent selection and leadership development, I have worked with a variety of companies across industries and countries. Through my coaching and consultant work, I've had the pleasure of guiding all levels ranging from professional to executives. Consulting with organizations towards the successful program development and implementation with measurable outcomes has been a rewarding accomplishment in my work. In my coaching work, it has been a privilege and joy to help individuals think through their natural style and behaviors and how that can impact their continued personal and professional success.

As Founder of Sinha Solutions in 2018, I leverage my 19 years of experience working up to the position of Senior Director of Talent Solutions with OutMatch (now Havar). My areas of specialization include: construction of competency-based hiring and development programs, psychological assessment, test validation, and employee development. Nationally, I have worked in the design, validation, and implementation of customized selection systems, and leadership development programs. My background includes extensive work in executive assessment, senior leader individual and group development, and leadership workshop facilitation. Internationally, I have worked to adapt OutMatch assessments to specific markets and have developed and trained individuals in Indonesia, Korea, India, and China.

**Examples of  
Services  
Provided**

**Executive Assessment and Talent Development Experience:**

- Conducted development assessments and coaching at global companies across various industries
- Conducted selection assessments, hiring manager debrief sessions, and internal candidate feedback and coaching across industries listed below
- Facilitated leadership workshops for VP/Director/Mid-Manager level leaders
- Designed competency-models and corresponding talent selection measurement strategies for various Fortune 500 companies
- Developed custom selection and development assessments to drive organizational initiatives, resulting in sustained measurable outcomes
- Designed competency-based assessments with coaching that drove tangible behavior change to support business strategy
- Facilitated key leader 360 programs and feedback/coaching

**Program Implementation Experience:**

- Assisted in design and implementation of custom selection tools and processes
- Acted in the role of subject matter expert for assessment integration as part of ATS integrations for a variety of partners including iCMS, UltiPro, and Taleo

**Assessment  
Inventories**

360 Surveys (assortment), Airtime Behavioral Analysis, Assess Personality Survey, Emergenetics Everything DiSC - certified and authorized partner, Hogan (HPI, HDS, MVPI) - certified, MBTI, OutMatch Assessment, Raven's Advanced Progressive Matrices, Watson-Glaser Critical Thinking

**Industry  
Experience**

Oil and Gas	Retail	Restaurants	Healthcare
Transportation	Call Center	Banking	Manufacturing

**Professional  
History**

Principal and Founder Sinha Solutions (current)  
Adjunct Professor, SMU Cox School of Business  
19 years, Senior Director, Talent Solutions  
PhD, Industrial-Organizational Psychology, Florida International University  
BS, Psychology, University of Florida