

**Randeep** is an accomplished change agent bringing knowledge and experience from the private, public and not-for-profit sectors across various industries. She has proven ability to establish strong credible relationships and, conceptualize and manage transformation initiatives tactfully. With progressive experience in project management, change management, facilitation, and communication, Randeep works proactively in leading and supporting projects. Respectful, objective, and non-judgemental, Randeep acts with the highest ethical standards, emphasizing integrity and inclusivity. Randeep's primary skills can be summarized as:

### **BUSINESS ANALYSIS**

Randeep has in-depth knowledge and experience in how to understand business needs and drive to a place of action and results to achieve a desired future state. This includes experience in gathering business data and analysing current and future states, while working with clients to identify the gaps and actions to fulfill the desired future state. Randeep can anticipate and evaluate risk, keep stakeholders informed of issues, and is an innovative thinker who excels at identifying improvement opportunities. Her business analysis consulting experience spans over a decade with the BC Public Service on projects such as ERASE Bullying, Passenger Transportation, Workforce Transformation, and as an independent management consultant.

### **PROJECT MANAGEMENT**

Randeep has a demonstrated proficiency throughout her career in leading and managing large, multifaceted initiatives some of which were highly complex and having high public and political interests. Spending a large part of her career in managing projects, Randeep has an innate passion to mobilize projects from inception to conclusion. Her experience spans over a decade with the BC Public Service where she led award-winning projects and initiatives. Randeep has an inclusive approach to ensure project success is collectively understood, and manages resources to those outcomes.

### **CHANGE MANAGEMENT**

Randeep has demonstrated proficiency in change management – her ability to understand people, what drives them and how to effectively influence positive change are key characteristics that drive success. While well-versed in various forms of change management methodologies, processes and tools, Randeep is also Prosci-certified. Randeep has a strong ability to influence through a genuine approach to change and transition, by establishing credibility in understanding others' perspectives. She can work with employees from all levels and possesses strong facilitation and public speaking skills.

### **STRATEGIC COMMUNICATION**

Randeep has extensive experience across various sectors leading the development of and writing submissions to Cabinet including Treasury Board. This includes the ability to write a range of briefing notes, issues notes, speaking notes and concept papers. With Randeep's experience comes a strong understanding and experience of how to brief executives and successfully navigate; government governance; approval processes; and multi-ministry submissions. Randeep's strong foundation in project management has provided her with significant experience in executive project updates, and succinctly

articulating information for decision-making. Randeep also has a strong understanding of communication foundations at a graduate academic level.

### **PLANNING AND STRATEGY**

Randeep has led strategy and business development for organizations in the public, private and not-for-profit sectors. She takes an open systems-thinking approach in which she researches leading trends and best practices and balances them within the constraints of the clients operating environment. A firm believer of inclusivity, Randeep takes an organization through a journey in which they collectively develop a strategy and a roadmap to achieve their future state. The collective ownership provides a strong foundation for organizations to mobilize and effect the desired organizational change.

### **LEARNING AND DEVELOPMENT**

Learning is at the centre of Randeep's life, as an educator and as someone who is constantly finding ways to develop and support others in their growth and advancement. Leveraging this passion, Randeep has created and delivered an award-winning leadership training program. During her time with the BC Public Service, she developed and delivered countless training plans, initiatives and programs in alignment with projects and corporate initiatives.

### **EDUCATION AND PROFESSIONAL CERTIFICATION**

- Change Management Certification, PROSCI Canada, 2019
- Executive Presence, The Humphrey Group, 2016
- Instructional Skills Workshop, BC Public Service, 2016
- Leading Lean, Lean 101, Lean 201, BC Public Service, 2016
- Facilitating an Improvement Workshop Certification, 2016
- Fierce Conversations, BC Public Service, 2015
- Coaching Approach to Conversations, BC Public Service, 2015
- Organizational Design, Queens University, 2014
- Master of Management and Public Administration, University of Phoenix, 2011
- Bachelor of Arts (Major in Political Science), 2005