



Coaching Profile **Nila Sinha, PhD**
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 Office in Dallas, Texas

Summary With close to 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 development work, I've had the pleasure of guiding all levels ranging from professional to executives. Helping individuals think through their natural style and behaviors and how that can impact their continued personal and professional success has been a privilege and joy in my profession.

As Principal and Founder of Sinha Solutions in 2018, I leverage nearly 19 years of experience working up to the position of Senior Director of Talent Solutions with OutMatch. 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 and validation 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

Assessment Inventories

OutMatch Assessment, Assess Personality Survey, Assess 360 Survey, Hogan (HPI, HDS, MVPI), MBTI, Emergenetics, Raven's Advanced Progressive Matrices, Watson-Glaser Critical Thinking, Assess Logical Reasoning, Assess Numerical Reasoning, OutMatch Leadership Simulation, Fenestra

Industry Experience

Oil and Gas	Retail	Restaurants	Healthcare
Transportation	Call Center	Banking	Manufacturing

Professional History

19 years, Senior Director, Talent Solutions
 PhD, Industrial-Organizational Psychology, Florida International University
 BS, Psychology, University of Florida