

**Dr. Garima Sharma**

**Associate Professor**

**Faculty – Competency based HRM and Designing Learning Organisations**

**Rizvi Institute of Management Studies & Research**

Dr. Garima Sharma has been in the academics, research and consultancy profession for more than 10 years. She has noteworthy experience in Organizational consultancy and research particularly in areas of Organization Restructuring, Balanced Scorecard Implementation, Design and Development of Performance Management System, Strategy Formulation, Organization Visioning and subsequent Cascade, Design & Development of Organization wide Competency Framework, Designing Positional Competency Model, Organizational Diagnostics, Employee Engagement Survey.

She is empanelled with Institute of Chartered Accountants of India as faculty/trainer for General Management and Communication skills course (of the nature of EDP) for CA Interns as well as experienced CAs. The domains covered being as diverse as General Management; Communication Skills (Verbal & Non Verbal); Drafting of Legal Documents; Research Methodology; Negotiation and Assertiveness, Interpersonal Skills; EQ, IQ and MQ; Leadership Skills; Problem Solving & Decision Making; Team Building etc.

In her capacity as Faculty, Rizvi Management Institute she has taught subjects like Perspectives of Management, Marketing Audit, Marketing NPO, Emerging trends in Management, HRIS, Business Environment etc. Besides she has conducted soft skills training workshops and capacity building sessions for MMS and PGDBM students.

She has also conducted workshops for stakeholders as a part of Competency Mapping Implementation.

Dr. Garima Sharma comes with an impressive academic background, prominent qualifications being

- Doctorate in Management
- Master of Management Studies
- Master of Arts

Besides, she has acquired industry and domain relevant skills by acquiring quite a few certifications, notable amongst them being:

- Certified Psychometric Assessor for Extended DISC
- Certification in Performance Management Systems by BMA & Your HRbuddy
- Certification in Competency Mapping Implementation by BMA
- Certification in HR Audit & Analytics by Your HRbuddy
- Certification in Psychometric Assessment
- Certification in Developing Business Plan by RMI & Acumen Business Consultancy

## Consultancy & Training Brief

- **Engineering Conglomerate, Mumbai** (Currently underway)
  - Partner Employee Alignment Assessment based on proprietary model
- **Automobile / Heavy Engineering OEM Group, NCR** (Currently underway)
  - Competency-based PMS design and implementation
  - Employee Motivation and Alignment Strategy Design
- **Automobile & Engineering Goods OEM Group, Mumbai** (Currently underway)
  - Competency-based PMS design and implementation
- **Metal Forging & Foundry Group, Gujrat** (Currently underway)
  - Competency-based Balanced Score-card & PMS design and implementation
- **Lubricants and Pharma Major, UP** (May-Oct., 2014)
  - Vision, Mission Statement and Corporate Strategy Development
  - Performance Management Design and Rollout
- **Infrastructure Group, Rajasthan** (Jan.-March, 2012)
  - Vision, Mission Statement and Corporate Strategy Development
  - Performance Management Design and Rollout
  - Compensation and Reward Structure Design
- **Media Group, Rajasthan** (July-Dec., 2011)
  - Vision, Mission Statement and Corporate Strategy Development
  - HRIS Design and Roll-out
  - Performance Management Design and Roll-out
  - Compensation and Reward Structure Design
- **Educational Services Group, Rajasthan** (Feb.-March, 2008, April-Nov., 2008)
  - Organizational Restructuring and Hierarchy development
  - Job Analysis and Role Definition
  - Balanced Score Card Approach Proposal, Design, Roll-out and communication
  - HR and Remuneration Policy Design, Documentation and Roll-out
  - New-line Business Strategy Formulation
  - Assignment conducted under umbrella contract for Organizational Transformation with co-consultant