



Performance Solutions at Work Inc.

www.munirapremji.com

Munira Premji Biography

HR Practitioner. Author. Podcast Host. Cancer Warrior.

Munira Premji has more than 25 years of experience in Human Resources. She has worked in many industries including retail, financial services, insurance, pharma and government, and has a demonstrated track record in building, leading, integrating and championing company-wide, strategic initiatives designed to improve business performance. With high energy, drive and strong relationship-building skills, Munira consistently delivers excellence based on agreed-upon objectives and deliverables.



AREAS OF EXPERTISE

- Leadership Development
- Coaching and Facilitation
- Organizational Effectiveness
- Performance & Talent Planning
- Team Effectiveness
- Training & Development
- Change Management
- 360 Assessment and Debrief

WORK EXPERIENCE

Munira owns her own consulting company, Performance Solutions at Work Inc, where she works with her clients in the areas of coaching, leadership, and organizational development, to support organizational strategy.

Mar 2003 – Current	Leadership Development Consultant, Performance Solutions at Work Inc.
Jul 2013 – Oct 2014	Consultant, People & Organizational Development, Sanofi North America
Aug 2010 – Mar 2012	Director, Head of Organizational Development, Sanofi Canada
Sep 2008 – Aug 2010	Senior Manager, Strategic Capabilities, Centre of Expertise, Aviva Canada
Aug 2008 – Aug 2010	Learning & Development Consultant, Saint Elizabeth Health Care
Feb 2007 – Mar 2008	Deputy Director, OD & Training, Sanofi Canada
Mar 2005 – Dec 2006	Director Training & Development, Shoppers Drug Mart
Mar 1999 – Jan 2003	Director Leadership/Human Capital Development, Zurich North America
Jan 1998 – Dec 1999	Director, AGF Learning Network
Jan 1990 – Dec 1998	The Bank of Nova Scotia (various roles)

Leadership/Learning and Development

- Managed the training function for several large organizations in different industries.
- Managed the development of a leadership program to support the store succession planning training program for a retail organization.
- Developed and implemented an organization-wide strategy for Management and Leadership Development across North American for an Insurance Company.
- Designed and delivered a leadership program for high-potential employees for two finance companies. Partnered with a university to create a leadership program for a pharmaceutical company.
- Training Offerings (offered in class and virtually):
 - Change Management, Situational Leadership, Stress Management, Effective Communication, Delivering Feedback, Emotional Intelligence, Conflict Management and Diversity & Inclusion.
 - Insights Workshop Offerings: Insights for Personal Effectiveness. Insights and Leadership. Leading in a Virtual Environment. Insights and Effective Teams. Insights and Influencing Skills.



Performance Solutions at Work Inc.

www.munirapremji.com

Coaching and Facilitation

- Provided coaching to executives, managers and high-potential individuals in several organizations to improve business performance.
- Designed and facilitated several HR and business offsites in different industries to build team effectiveness and define/agree on business objectives.
- Developed and implemented processes and strategies for coaching for an Insurance Company.

Organizational Development/Change Management

- Led the development of a robust leadership programs for pharmacy, front shop and cosmetics personnel to support the strategic direction for a retail organization.
- Managed the development of a Pharmacy Technician School to provide technicians with the skills and knowledge required for a retail organization, while supporting the organization's labour model.
- Led an initiative for a retail organization to develop tools for Operators to support Store Associates.
- Led the development of a Capability Development Framework for an insurance company used to define capabilities required for each business unit to execute on their strategy.
- Provided change management expertise to support business performance for several organizations.
- Managed the onboarding experience for new employees and senior leader onboarding for pharma and insurance organizations.
- Managed the Employee Survey across the Canadian operations of a pharma organization.

Performance/Talent Management

- Designed and implemented a succession planning process to support the identification, assessment and development of emerging leaders to build bench strength for an insurance company.
- Developed and implemented a Performance Management process for a financial services organization.
- Managed the performance and talent process for a pharmaceutical company.
- Developed a proprietary 360 tool and process. Facilitated 1:1 discussion with high-potential employees to debrief the 360 report and support them with development planning.

BACKGROUND

Munira has a Degree in English and Communication from York University. She is a certified Training & Development Professional and a Senior Organizational Development Practitioner. She is also an accredited coach with the International Coach Federation (ICF), serves on the Executive Team on the Toronto Myeloma Support Group. Munira is a certified Insights® Discovery® facilitator working with Insights Canada to bring impactful and memorable learning experiences to groups, teams, and leaders. She is certified by William Bridges & Associates in Managing Organizational Transitions.

PERSONAL

On a personal note, Munira writes a blog (www.i-will-survive.org) that has approximately 200,000 hits from around the world. She is the author of *Choosing Hope: 1 Woman*, selected by CBC as one of 40 works of Canadian non-fiction to watch for in Spring 2020. She hosts a podcast, *Choosing Hope: Ordinary People Doing Extraordinary Things*. She is a baseball enthusiast, an avid reader, and a relentless learner.