

Wafa Nijmeddin, PsyD, O.D. RODC – CPS HR Consulting

PHILOSOPHY STATEMENT

I believe in developing and investing in the human capital in any given organization. This investment must foster personal and professional growth. For executives and professionals in private and public organizations requesting assistance with transformations and enhanced organizational performance, Wafa brings over 20 years of management and organizational development experience in staff development, performance management, and service excellence. Wafa's sincere passion for education and life-long learning commitment has earned her a reputation of delivering innovative and creative organizational performance solutions.



Wafa's dynamic leadership skills and her ability to synthesize organizational information has enabled her to develop exceptional critical thinking skills in planning and organizing practical intervention strategies, when implemented appropriately, guaranteed to increase productivity and foster human development in any organization.

AREAS OF EXPERTISE/RESULTS

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| <ul style="list-style-type: none"> ■ Performance Management ■ Marketing & Outreach ■ Staff Development/Training ■ Leadership Development | <ul style="list-style-type: none"> ■ Organizational Behavior ■ Change Management ■ Executive Coaching ■ Public Relations | <ul style="list-style-type: none"> ■ Workplace Diversity ■ Workplace Automation ■ Customer Service ■ Strategic Planning |
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EXPERIENCE / SELECTED PROJECTS

- Faculty, University of California, UC Davis Extension, The Center for Human Services. I have been an instructor/consultant with the Center and its affiliate programs such as The Humphrey Fellows Executive Program and Common Grounds since 2004.
- Independent Organizational Development Consultant for Fresno State Child Welfare Training Academy. I provide specialized training in concentrated areas of Leadership Development and Labor Laws.
- CPS HR Consulting. Independent Consultant. I am the Lead instructor / Consultant for the City of Seattle Performance Management Initiative that is mandated by the City's Mayor.
- At CPS HR, I teach the State of California mandated curriculum Basic Supervision Part I and Part II to all levels of managers and supervisors working in the public sector. Assigned as one of three instructors to deliver the California Basic Supervision Part I and Part II to the CalTrans Department throughout the State of California. I also teach multiple topics on management and leadership development. In addition, I design, customize and develop course curricula for local government including cities, counties and special districts with emphasis on Performance Management.
- Program Director for the Staff Development and Translation Services programs serving a workforce in excess of 3500 employees and over 50 contracted vendors who provided services in 14 different languages.
- Managed federally funded training programs and secured federal grants to assist under-employed and dislocated workers obtain self-sufficiency in Fresno County. Designed, developed and facilitated workshops on the Workforce Investment Act and other employment issues.

CREDENTIALS

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| <ul style="list-style-type: none"> ■ Alliant International University, Fresno – Doctorate (PsyD OD) Psychology of Organization Development 2007 ■ University of Phoenix, Fresno - MA Organizational Management 1998 ■ Fresno State University, Fresno – BA Psychology 2003 | <ul style="list-style-type: none"> ■ Certified Myers Briggs Testing Instrument (MBTI), GS Consultants Group ■ Certified Diversity Trainer – Society for Human Resources Management ■ Certified Trainer – Center for Human Services, UC Davis ■ Certified CASAS Administrator |
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SELECTED CLIENTS

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| <ul style="list-style-type: none"> ■ City of Seattle ■ California Department of Transportation ■ California Department of Veterans Affairs ■ Caleveras County Health and Human Services | <ul style="list-style-type: none"> ■ Fresno State Training Academy ■ Humboldt & Trinity County Health and Human Services ■ Alameda County Training and Conference Center ■ San Luis Obispo Health and Human Agency |
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Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.