



# FAHIM MOLEDINA

Strategic Planning, Projects, Change, Operations, Finance, Lean & Agile Methodologies, Process Development

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## PROFILE

I am a strategist who enables teams and leaders to succeed and have a history of developing efficiencies. I have experience in managing change and projects and have led or supported multiple business transformations. I have expertise in business process re-engineering, design thinking, workforce planning, project management and optimizing operations while successfully assisting leaders in meeting their long term goals. With extensive experience in corporate communications, marketing, agile methodologies, and developing lean business practices I have assisted many organizations reach their targets.

As a skilled leader, I regularly aligned resources to meet goals and benchmarked metrics also focusing on building strong relationships with partners, suppliers, and competitors. My work allowed me to leverage technologies to develop growth opportunities and efficiencies within multiple organizations. I have strong communication skills and have had success in integrating teams. I have extensive expertise in leading finance, marketing, IT and other teams and have a keen eye for combining skills on teams to gain efficiencies. I also am skilled in the development of business cases, and strategic plans. I have in-depth knowledge of the waste industry, construction, mining, oil and gas as well as post-secondary education and have successfully managed multiple projects ranging in size up to 36 months with budgets ranging from \$5K to over \$1.5 billion. I am in the process of finishing an MBA, expanding my knowledge of programming languages. I am knowledgeable in multiple ERP's and have experience in managing software projects, as well as implementing lean and agile processes in non-traditional environments to increase efficiencies.

## EXPERIENCE

### **Opti-Syn Strategic Consulting, Principal-(Optisyn.net)**

2019- Present

- Assisted individuals and companies in developing strategic plans including training and workforce planning strategies
- Advised management teams on growth and continuous improvement initiatives, specifically in executing process changes to accelerate speed to market and streamline approvals for partners
- Provided financial support to clients within strategic plans including budgeting and forecast support
- Guided partners on marketing campaigns, brand positioning including value propositions, merchandising, promotions and channel-specific opportunities
- Consulted for multiple organizations in project management and emergencies and have a strong background in multiple industries (auto-repair, graphic design, construction, marketing, mining, waste, software and web development)



### **NAIT, Operations Lead - Marketing and Communications**

2017-2019

- Partnered with executive and management to advise on project management, business analysis, process improvement, innovation and organizational change management within the Marketing, Communication, Web and Digital Media Department
- Lead operational initiatives that shifted the culture of the department to a focus on continuous improvement and ROI
- Developed lean/ agile processes, strategic plans, and budgets while leading operational efficiencies and streamlining approvals
- Member and chair of multiple leadership committees that drove strategies of the department and overall institution
- Influenced management on building frameworks and automating workflows to assist staff in accelerating speed and fostering a culture of continuous improvement and experimentation
- Aligned goals in business plans to partners business outcomes and proactively led technology projects and systems mapping to ensure an optimized tech-stack while also keeping the client experience at the center of my work

#### **Achievements:**

- Developed cost-saving measures saving over 18% (\$1.7 million) over 2 years while increasing service
- Fundamentally shifted culture to implement agile business practices, facilitate experimentation, A/B testing, experimentation and speed to market while streamlining approvals

# GFL Environmental, Divisional Controller

2016-2017

- Coached and partnered with personnel as it related to finance to maximize profits and optimize operations
- Defined KPI's and built dashboards leveraging business intelligence software for management and operations as well as work summaries to improve efficiency
- Identified best practices and implemented multiple improvements utilizing tools for root cause analysis (DMAIC, Value Stream Map, SIPOC, Process Maps)
- Integrated multiple acquisitions and assisted in managing a retrofit project of over \$2.8 million on budget and schedule
- Trained staff in new business intelligence software (Cognos) and developed and standardized dashboards and reports

## **Achievements**

- Established cost-saving measures in downturns to save over \$2.5 million
- Key contributor in capturing over \$3.5 million of work in pursuing proposals and partner agreements
- Facilitated six-sigma and lean principles in Material Recycling Facility (MRF) to eliminate unneeded processes, aligning KPI's and inventory model, tracking Material Recycling Facility (MRF) repair and maintenance increasing efficiency
- Led the review of the month-end financial process to reducing the duration by over 40%

# Westmoreland Mining, Senior Analyst

2015-2016

- Partnered with senior management and operations to help in optimally operating a mine and two plants
- Led the budgeting, forecasting while designing processes with operations that fostered root cause improvements

## **Achievements:**

- Developed processes to track inventory for commodities in transit to recognize over \$5 million of inventory.

# Valard Group of Companies, Senior Manager

2008-2015

- Fulfilled various roles as an acting Director, Senior Manager Project Services, Project Manager, Project Controls Lead, Senior Technology Officer and Senior Business Analyst in supporting Valard's growth
- Developed acquisition models and integrated multiple successful acquisitions
- Modernized Valard's ERP while designing KPI's, building financial forecasts, capital budgets, and variance reporting
- Managed diverse projects including internal software projects to remote power-line projects over \$100 million.
- As the Senior Manager Project Services, managed a group at peak of 80 across Canada including, quality, procurement, logistics, project-coordinators, HR, safety, fleet administrators, lodging, project controls and project engineering staff.
- Supported and mentored my team building accountability, enhancing performance and consolidating lessons learned
- Led projects through the full-cycle including risk management, cost control, schedule, logistics, data-management, safety, and quality controls.
- Assisted Valard's expansion managing change, developing processes and best practices endorsed by sponsors across the company aiding in the development of HR, quality, procurement manuals and various standard operating procedures.
- Used lean and agile principles for root- cause analysis to solve financial and operational issues
- Directed sales and business development including the negotiation of contracts and various labor agreements

## **Achievements:**

- Developed and presented 3-year strategic plans to executives of parent company (2012-2013) (Included Capital and Annual Budgets, Forecasts, Marketing, Researching trends in the market, Risk Assessment, Procurement).
- Streamlined Project Services operations to save approximately \$2.7 million annually
- Established a Work Breakdown Structure aligned with multiple general ledgers, integrating operations and finance across multiple organizations.
- Successfully managed over \$200 million of total projects on time and budget consistently

## EDUCATION

- MBA (In progress), Heriot-Watt University,
- PMP, Project Management Institute
- BComm Accounting, Athabasca University
- Certified Professional Agile Marketer, IC Agile
- Scrum Master/ Product Owner, Scrum Association
- Executive Management Certified, MSI
- Strategic Organizational Leadership Certified, MSI

- Change Practitioner Certification, PROSCI
- Master Six-Sigma Black Belt, Expert Rating,
- BA Economics, University of Alberta
- Six-Sigma Black Belt, 6Sigma Study
- Change Management Specialist, MSI
- Digital Marketing Certified, SM- Study
- PMI- ACP (In progress), Project Management Institute