

# FAHIM MOLEDINA

Strategic business leader with expertise in technology, IT, project, change and process management, finance, lean and agile.

## CONTACT



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I have a passion for technology and am a solutions focused strategist whose experience will make me an ideal candidate to help organizations meet their goals. As the Principal of Opti-Syn Strategic Consulting, I have had multiple partners that I have put at the center of my customer-centric business while confidentially providing them with leadership coaching, process improvement, IT and technology strategy, finance, marketing, web development, and operational support and strategy. Much of my interactions with my clients have centered around technology and improving the user experience (UX) to focus on growth. I have also assisted many organizations with financial support and brought my different lines of business together to provide complete solutions to clients. I have worked in multiple industries as a consultant including retail, auto-repair, architecture, construction, healthcare, waste management, plumbing/ heating, logistics and oil field services.

My role at NAIT was unique as I was a leader in the Marketing and Communications group helping to define future strategy, providing financial management and modernizing the department as well making it more responsive to current needs which meant improving process and leveraging technology to do more with less. I led the automation of process within the department and in building multiple continuous improvement initiatives. I quickly became the superuser of the departments project management software and directed an upgrade through the software development life cycle, consolidating systems so the department could communicate more efficiently, in doing so I facilitated certain standards across the department to help make them more customer centric and focused on the user. I consulted and lead projects that included moving the department to an agile methodology as well as playing a key role in implementing a new digital asset management system that would seamlessly work with other software including managing stakeholder requirements and other business analysis functions. I was instrumental in modernizing the department, assisting in implementing a digital strategy and facilitated sessions to help integrate the department to create a more collaborative environment across multiple teams doing so with influence and building consensus within the leadership group facilitating over \$1.8 million of efficiencies over 2 years.

As a District Controller at GFL, I led every aspect of the financials for seven districts. I assisted in daily operations and consistently provided direction to supervisors in their daily interactions. I supported Management in understanding their results and analyzing opportunities to improve performance. I supervised staff and my team and I led initiatives to reduce shipping costs for commodities and was instrumental in developing and work practices and efficiencies for a recycling plant. As a controller, I integrated multiple acquisitions re-engineering and automating processes to build efficiencies across the organization. I was responsible for working closely with an analyst to automate reporting and to customize software to produce reports while training staff to understand affective visualization techniques and creating dashboards to help management make decisions. I also led the review of processes to accelerate the financial reporting process by over 40% significantly reducing waste and journal entries with automation. Many of my projects at GFL were technology driven and focused on efficiencies to enable growth.

As a Senior Manager at Valard, I gained experience in managing large diverse teams. I managed over 90 people across Canada on multi-million dollar projects. As a project manager, I worked on internal projects which included leading safety, quality, operations, finance, and IT teams as well as operational construction projects which were diverse and included multiple types of construction. I spent much of my time at Valard leading technology improvements and developing software solutions to meet stakeholders requirements while working as a senior technology officer, business analyst and product manager.


I have a wide breadth of experience that allows me to excel in several roles. In managing multiple types of projects in IT, construction and internal improvements I have gained valuable skills that are transferable so I can develop solutions for complex problems. I have a strong technical background and am versed in multiple programming languages being able to analyze and making large amounts of data functional. I have presented and coached senior executives, boards, and other leaders and am a passionate leader myself who can drive change and efficiency and I would be pleased to have an opportunity to discuss your needs and objectives. I am skilled with technology and have been in IT, financial, marketing and, operational roles and am driven to your organization.




Fahim Moledina

# FAHIM MOLEDINA

Project, Change and Operations Management, Finance, Lean & Agile Expertise, Strategic Planning, Process Development

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## PROFILE

I am an outcomes-based leader and have a history of developing high-performance teams and have been in senior management roles for over twelve years. I have excelled in managing change, complex projects, and leading business transformations. I have expertise in IT, finance, business analysis and process re-engineering, software implementation, workforce planning, building actionable strategic plans and optimizing operations while successfully leading teams to build high value products. With extensive experience in corporate communications, marketing, agile and lean methodologies, I have led many organizations in overcoming their challenges and this diverse skillset allows me to solve complex problems with complete solutions. As a solution's motivated strategist, I aligned resources to meet goals and benchmarked metrics managing projects over \$1.5 billion over my career.

## EXPERIENCE

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

2019- Present

- Performed technology reviews, documented and then lead the automation of tasks, providing full solutions with existing and new software to improve operations.
- Developed actionable strategic plans with training and workforce planning strategies, change management plans, budgets, forecasts, capital budgets, technology and IT (Technology) plans and financial models aligning resources and strategy.
- Directed management on growth and continuous improvement initiatives, executing process changes and technology advancements to accelerate speed to market while streamlining approvals allowing teams to deliver value more quickly.
- Led the financial analysis, tax planning and returns for multiple companies, while developing acquisition models for clients.
- Guided partners on marketing campaigns, brand positioning, value propositions, merchandising, promotions and channel-specific opportunities, assisting partners in web development and other digital initiatives to maximize their return on investment.
- Consulted for organizations with a focus on outcomes in project management and in emergencies in diverse industries.

### **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
- Led initiatives that shifted the focus of the department to continuous improvement and leveraging technology to measure results.
- Developed lean, agile and automated processes, strategic plans and budgets to capture growth, increasing engagement and ROI
- Influenced management to build frameworks, automate workflows, streamline approvals to accelerate the speed of decisions, fostered a culture of continuous improvement and experimentation to create a larger impact with fewer resources.
- Formulated business analysis and workforce development plans to ensure alignment with the future state of the department.
- Aligned goals in business plans to partners' business outcomes and proactively led technology projects and systems mapping to ensure an optimized tech-stack allowing staff to focus their time on high impact tasks and be more responsive to clients.
- Led technology reviews for the department and facilitated improvements and automation while leading portions of the departments digital strategy plan, lead internal and third-party developers for multiple projects.
- Member and chair of multiple committees driving strategies and resources to key initiatives in the department and institution
- Led transformational efforts using influence across the department to push forward collaboration and productivity across teams

#### **Achievements:**

- Developed cost-saving measures saving over 18% (\$1.7 million) over 2 years increasing service to clients while reducing headcount
- Led the automation of requests of work and categorization of work with a prioritization matrix to focus staff on high-impact work.
- Fundamentally shifted the departments culture to implement agile practices, facilitate experimentation, and increase speed to market while streamlining approvals allowing the department to respond to clients more rapidly

# GFL Environmental, Division Controller

2016-2017

- Coached and partnered with various stakeholders to maximize profits with recommendations and financial guidance to operations
- Defined KPI's and built dashboards using business intelligence software to develop work summaries to improve efficiencies
- Identified best practices and implemented improvements utilizing tools for root cause analysis including downstream analysis of process changes. (DMAIC, value stream maps, SIPOC, process maps, change management plans, and adjusted standards)
- Led the cost and schedule control for the modernization of a recycling facility over \$2.8 million the finishing on time and budget.
- Integrated multiple acquisitions into company processes while advising executives of cost saving measures of over \$2 million
- Trained staff in new intelligence software (Cognos) developing standardized dashboards and reports for various stakeholders

## **Achievements**

- Established cost-saving measures in downturns to save over \$2.5 million in commodity driven markets
- Key contributor in capturing over \$2 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 MRF repair and preventative maintenance increasing efficiency and reliability of the plant
- Led the review of the month-end financial process reducing the duration by over 40% by consolidating and eliminating entries

# Westmoreland Mining, Senior Analyst

2015-2016

- Partnered with senior management and operations to provide financial guidance and planning for 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 \$3 million of inventory.

# Valard Group of Companies, Senior Manager

2009-2015

- Fulfilled various roles as a Senior Manager, Project Manager, Project Controls Lead, Cost Controls Lead, Senior Technology Officer, Product Manager, and Senior Business Analyst in supporting Valard's growth and help solve complex problems.
- Led IT teams in various roles as a product owner and technical lead on multiple projects including building of a data-warehouse to analyze project data including estimation data, customizing a time tracking and project management software.
- Developed customized dashboards and user-centric applications while working with internal programmers and third parties.
- Supported data-driven decision building forecasts, capital budgets, cost-schedule control, generating KPI's and variance reporting.
- Managed projects and product development initiatives including software, substations and power-line projects over \$1 billion.
- As the Senior Manager Project Services, managed a group at peak of 90 across Canada including, quality, procurement, logistics, project-coordinators, HR, safety, fleet administrators, lodging, project controls and project engineering staff.
- Built accountability, enhanced communication and consolidated lessons-learned increasing learning across the organization.
- Led projects through the full-cycle including risk, cost and quality control, schedule, logistics, and data-management.
- Led various growth initiatives 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/agile principles for root-cause analysis to solve financial and operational issues trained staff to follow same principles
- Directed procurement and business development activities including the negotiation of contracts and various labor agreements
- Steered business and data analysis initiatives including managing stakeholder and user requirements while developing and designing custom applications with an SQL backend and analyzing data to support multimillion dollar delay claims.

## **Achievements:**

- Integrated 5 different organizations data to develop and present 3-year strategic plans to executives (2012-2013) (Included annual and capital budgets, forecasts, marketing, researching trends in the market, risk assessment and mitigation and procurement).
- Streamlined Project Services operations to save approximately \$2.7 million annually
- Established a standardized guideline for a Work Breakdown Structure integrating operations and finance
- Successfully managed over \$300 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
- PMI-ACP, Project Management Institute
- PMI-PBA (In progress), Project Management Institute

- 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
- Total Quality Management Professional (TQMP), MSI
- Multiple programming certificates, Various