

PRANIKA UPPAL SINHA

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MANAGING DIRECTOR, DIVERSITY, EQUITY, INCLUSION; EXPERIENCED SPEAKER & DIVERSITY EXPERT

- **Highly experienced in diversity and inclusion (D&I)**, developing a multi-year D&I strategic plan, leading D&I initiatives, consulting with business leaders and HR partners to drive diversity, equity, and inclusion and embed in culture; developing and facilitating training on D&I topics at all levels.
- **Demonstrated success in leading, designing and facilitating leadership development programs**, improving workplace culture and employee engagement, coaching and mentoring, guiding change leadership, and speaking on professional development and leadership topics.

PROFESSIONAL EXPERIENCE

GREYSTONE & CO.

Managing Director, DEI and Organization Development 2021 – present

Leading Greystone's DEI efforts in all businesses to fully integrate and align with our culture, business, and values. Leads DEI committee and advises DEI subcommittee leaders, advises Greystone Women's Network, and member of Greystone's DEI Executive Advisory Council. Helps support and create weekly DEI Tuesday tips internally to discuss race, heritage months, diversity days, and DEI-related topics. Discusses DEI topics with various businesses and advises on engaging employees in DEI. Successfully negotiated yearly stipends for DEI subcommittee leaders. Moderating panels for courageous conversations panels and book discussions on DEI-related topics.

Trains employees and leaders on a variety of professional development topics. Planning and creating leadership development programs at various levels to develop leaders and fit Greystone's business needs. Retooling performance management with HR team to align with Greystone's values.

OCCIDENTAL PETROLEUM CORP (OXY) — Houston, TX

Sr. Manager, Talent Development & Inclusion, 2019 – 2021

Sr. Manager, Training & Org Development, 2018–2019

Manager, Training & Org Development, 2014-2018

Senior Consultant, 2013-2014 Consultant, 2011-2012

Managed talent development, training, and inclusion department. Led Oxy's diversity, inclusion, and belonging strategy and global initiatives. Developed and facilitated professional/leadership development programs, led succession planning, and consulted to leadership and departments on leading effectively, teaming, communications, diversity/inclusion, culture/employee engagement and performance management.

Key Results:

- Designed, developed, and facilitated emerging leader, first line manager, and senior level leadership development programs for Oxy globally that have garnered exemplary feedback from participants and executive sponsors. Programs have won multiple recognition awards.
- Led diversity and inclusion efforts organizationally. Developed multi-year D&I strategy for Oxy. Collaborated with executive team and talent acquisition to develop and implement diversity, inclusion and belonging goals and objectives to focus on our people and align with our mission and values. Presented strategy to Oxy Board of Directors and held sessions with executive leaders/ R to build awareness, embed, and educate.
- Planned and helped facilitate domestic strategy meetings to announce change initiatives and business priorities with President of Oil and Gas. This work led to engagement and culture initiatives globally for Oxy in 2015. Directed Oxy culture work and culture integration globally.
- Served as communication liaison for CEO on Oxy Culture, engagement, and leadership. Developed content for multiple CEO town halls.
- Presented to Board of Directors on workplace culture & engagement; prepared presentations for Board on high profile talent development & succession planning.
- Developed and facilitated numerous professional/leadership development training workshops
- Coached and mentored employees, supervisors, managers, senior leaders, and executives one-on-one.
- Introduced diversity and inclusion into Oxy through involvement in community events, advised all employee resource groups – continuing D&I work by coaching and advising leaders, facilitating education, and advising CEO and leadership teams for strategy and implementation.
- Founded Oxy's women-focused employee resource group in 2013. Advised steering committee and planned events. Facilitated & developed workshops focused on building women's presence/confidence in the workplace.
- Led efforts for succession planning of key positions and targeted development of High potential leaders and early identified employees.
- Developed and facilitated intact team sessions for many departments across Oxy
- Advised HRBPs on performance management and research/share tools & resources; conducted train-the-trainers.

MEMORIAL HERMANN HEALTHCARE SYSTEM — Houston, TX

HR/OD Consultant II, 2009 – 2011

Educator III, 2006-2009

Worked with HR team and management to conduct needs analyses, develop interventions, and implement plans to: build team effectiveness; design/facilitate leadership development; plan and facilitate strategic planning/leadership retreats; handle employee relations; conduct performance management/talent reviews; and launch/serve on system diversity council.

Key Results:

- Served on System Diversity Task Force (2007-2010). Appointed to System Diversity Council by CHRO. Devised system-wide, multi-year diversity strategic plan and diversity statement. Re-designed online cultural awareness course. Bi-monthly contributor of diversity articles.
- Designed and developed new leadership development courses to leaders at all levels. Courses included change management, employee engagement, 4 Conversations Implementation, performance management/talent review training and Culture & Conflict training.
- Facilitated leadership development classes in areas of Motivation & Recognition, Effective Communication, Effective Meetings, Effective Teams, Drafting Effective Corrective Actions, and Managing the Generations.
- Developed interventions: customized education/training; mission, vision, and code of conduct establishment; coaching of directors and managers; process improvements; team building. Interventions led to increased employee and patient satisfaction, retention, productivity, and engagement.
- Consulted in HR areas of employee relations, workplace issues, compensation, position eliminations, FMLA, performance management, talent review, employee resolution process, benefits enrollment, and orientation.

21ST CENTURY CONSULTING, INC. — Chicago, IL

Global Partner, 2005 – 2006

Executive Associate, 2001-2002

Served as HR and Training/Development consultant, including designing and delivering diversity training for Fortune 500 companies and other organizations, consulting on leadership development, change management, and communications.

Key Results:

- Designed/delivered presentations on religious and cultural awareness to combat tensions following 9/11.
- Planned and developed Multicultural Leadership Institutes covering leadership, communication, diversity, career strategies, gender issues, and work/life balance.
- Facilitated diversity & communications workshops for employees and leaders in the U.S. and Europe.
- Conducted workplace diagnostics and behavioral interviews for employees and managers to enhance employee relations. Solutions focused on leadership coaching, effective communication and conflict resolution and resulted in an increase in productivity/efficiency and decrease in turnover.

PREVIOUS PROFESSIONAL EXPERIENCE

- HEWLETT-PACKARD, Intern, Houston, TX, 2003
- TETRA TECH EM, INC., Environmental Engineering Consultant, Chicago, IL, 1996-2000

EDUCATION & CERTIFICATIONS

RICE UNIVERSITY, JONES SCHOOL OF MANAGEMENT — Houston, TX

Master of Business Administration (MBA), 2002-2004

Activities: Co-president - Jones Student Government Association, admissions counselor, Jones School Consulting Club V.P., Student-Alumni Liaison Committee representative, contributed to e-commerce strategy book written by Marc J. Epstein, recipient of Jones School Academic Scholarship.

NORTHWESTERN UNIVERSITY — Evanston, IL

Bachelor of Science (BS), Environmental Engineering, 1996

OF NOTE

Professional Development:

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| • Korn Ferry Leadership Architect Certification, 2019 | • Leadership Houston graduate, Class XXXIV, 2016 |
| • Herrmann Brain Dominance Instr. (HBDI) certification, 2017 | • Inside Out coaching training, 2013 |
| • Myers-Briggs Type Indicator Certification, 2017 | • TalentSmart Emotional Intelligence certified trainer, 2012 |

Affiliations / Honors:

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| • Houston ISD Asian Advisory Committee member, 2018 – present | • Texas Diversity Council: Gulf Coast Advisory Board Representative; President, 2014-2016; Education Co-chair, 2013-2014 |
| • Speaker: Women’s Global Leadership Conference, Young Women’s Leadership Symposiums, Women’s in Leadership Symposiums, Texas Diversity & Leadership Conferences, Houston’s Diversity Summit, National Diversity & Leadership Conference, Rice Business (Jones School) D&I Conference, Rice Business alumni events, Energy Inclusion Conference, Commercial Observer Real Estate D&I webinar | • Top 100 Diversity Officer award, 2021 National Diversity & Leadership Conference |
| • Houston Diversity Summit planning committee, 2018 – present | • DEI Champion award, 2021 National Diversity & Leadership Conference |
| | • Texas Diversity Council Multicultural Leadership award winner, 2015 |
| | • Texas Diversity Council DiversityFIRST award winner, 2010 |