

Narmin Ismail-Teja



Narmin is a Principal of impact@work inc. Consulting, training, and facilitating, since 1992, she brings a solid package of commitment, motivation, and skills in creating highly effective training and consulting with a depth of experience working across the three sectors, locally & globally.

Her creative style and commitment to working in learner-centered facilitation creates an inclusive, challenging learning environment where participants engage in discussions that stimulate the whole brain and lead to transformative learning.

Robert Hayle's was an early influence on Narmin's work. Narmin brings Hayle's "head, heart, hands" approach to learning environments, whether the topic is strategy, valuing difference, creating efficiency, or building trust in work groups. This approach to facilitation and training ensures participants take their knowledge and commitment and transform these into practical strategies in work practice.

Narmin's work includes consulting and training in:

- Respectful Workplace, Diversity, Inclusion, Cultural Competence, Cultural Humility, Unconscious Bias and Pluralism
- Strengthening Trust: Building the Foundations for Strategic Leadership
- Building Foundations of Effective Teams
Team Optimization & Team Development
- Organizational Culture Alignment to Strategy: Engaging Everyone to Achieve Results
- Governance and Strategic Planning
- Crucial Conversations and Conflict Resolution
- Workshop Facilitation

SUMMARY OF COMMUNITY WORK

Narmin is an active member of the community. She currently serves as Vice-Chair of the Board of Trustees of the Canadian History of Museum (Gatineau), Board Member with Canadian Forces Liaison Council, Board Member with Calgary Foundation, as Senator at University of Calgary leading the Equity, Diversity, and Inclusivity Working Group and as consultant with the University of Central Asia. She recently finished her term as Board Chair for Canadian Women for Women in Afghanistan, Founding Member of Future2020, and Board member and as Board Chair with YMCA Calgary. Her past work has included working with the Aga Khan Agency for Microfinance in Switzerland, YMCA Canada, Famous 5 Foundation, Vertigo Theatre, and several other Calgary based organizations.