

Radha Nayar, MSW
Nayar Consulting

Maximizing Impact through Transformative Management and Strategic Consulting

CONSULTING PRACTICE

2007-Present

Nayar Consulting focuses on working with clients to develop flexible and effective processes that get projects done on time, on budget and with superior results. Consulting engagements are tailored to capitalize on organizational assets and meet needs in high-impact ways.

STRATEGIC PLANNING AND PROGRAM PLANNING EXPERTISE

Nayar Consulting will:

- ✦ Engage cross-organizational Steering Committees to guide planning process and outcomes
- ✦ Create and execute accessible community and stakeholder consultation processes to inform planning, including Town Halls, focus groups and key informant interviews
- ✦ Facilitate Board-staff retreats that supports participants to creatively engage in exploration of strategic and program directions that promote innovation and organizational sustainability
- ✦ Draft strategic and program plans that are accessible to a wide range of stakeholders, and that meaningfully ground the work of organizations
- ✦ Support the creation of implementation plans that are realistic, and that clearly outline how to move from higher-level strategy to action
- ✦ Build the capacity of organizations to engage in planning going forward

Select Strategic Planning and Program Planning Clients:

416 Community Support for Women
North York Community House
City of Toronto – Aboriginal Advisory and Planning Committee
Macaulay Child Development Centre
Tangled Art and Disability
Ontario Arts Council
Sexual Assault Centre of Kingston

SERVICE AND SYSTEM PLANNING EXPERTISE

Nayar Consulting will:

- ✦ Conduct research on community assets and needs, including literature reviews and community-based participatory action research
- ✦ Engage in community consultation, using an equity lens and driving to ensure that marginalized voices are heard
- ✦ Synthesize and transform analyzed results into straightforward and actionable recommendations
- ✦ Work with funders and other critical stakeholders to redesign service and funding systems that reflect current realities and that support achievement of strategic priorities
- ✦ Facilitate multi-sectoral dialogue on creating service delivery models that enhance the client service and system navigation experience

Select Service and System Planning Clients:

The Local Immigration Partnership (LIP) Tables in Toronto
The Province of Ontario (Bloor Dufferin Hub planning)
The Province of Ontario (Ontario Women's Directorate)
The City of Toronto Children's Services Division (Ontario Early Years Centre System Planning)
Gerstein Crisis Centre (Regional Emergency Response planning)

ORGANIZATIONAL CAPACITY BUILDING EXPERTISE

Nayar Consulting will:

- ✚ Conduct comprehensive organizational reviews of systems, policies and processes in the areas of human resources, financial management, programs and services, board governance and management structure
- ✚ Facilitate and support the development of client capacity to collaborate with other organizations and institutions, including creating tailored collaboration assessment and training tools
- ✚ Work with Boards to develop their capacity to lead organizations to become high-impact and sustainable
- ✚ Conduct accessible and meaningful community consultation and engagement on issues impacting the quality of their lives, in order to inform broader organizational planning and development processes

Select Organizational Capacity Building

Clients:

Asian Arts Freedom School
 Canadian Mental Health Association –
 Toronto Branch
 Nellies
 The Housing Help Centre
 Mennonite New Life Centre Toronto
 Etobicoke Brighter Futures Coalition

RELEVANT EMPLOYMENT EXPERIENCE

COMMUNITY INVESTMENT MANAGER, United Way Toronto (UWT)

2005-2008

- ✚ Managed fund distribution process for over 20 agencies; assessed financial statements; managed volunteer-led allocations processes; prepared funding recommendations and reports
- ✚ Identified organizational capacity building issues with funded agencies and provided support to develop plans to address those issues, including executive transition and organizational restructuring

Results

- Designed a first-ever, innovative staged grant for community development work; aligned with a Community Steering Committee to allocate first round of awards
- Played a leadership role in a review of the allocations system at UWT, including revising the role of community volunteers and staff, reporting requirements for funded agencies and performance measures used to determine funding levels
- Engaged funded agencies to explore their needs for measuring performance and capacity building as part of the PEOD (Performance Evaluation and Organizational Development) initiative

CENTRE COORDINATOR, Immigrant Women’s Health Centre (IWHC), Toronto

2002-2004

- ✚ Oversaw all operations of a sexual health clinic, including managing a core budget of over \$500,000, program coordination, human resource management, fundraising, public relations and community liaison.

Results

- Responded to changes in community needs by leading agency visioning process, including a review of organizational mandate and structure. Process sparked new organizational chart and strategic planning
- Generated \$300,000 in 15 months for a new Mobile Health vehicle; secured high-profile Honorary Campaign Patrons, including Olivia Chow
- Secured government and foundation funding awards of almost \$230,000 over two years

BREAST SCREENING COMMUNITY MOBILIZATION COORDINATOR, Alberta Cancer Board, Calgary

1999-2002

- ✚ Created and implemented outreach initiatives for breast screening as part of the *Screen Test* program, with a focus on engaging diverse communities; facilitated breast health education workshops; managed 45 direct service and administrative volunteers

Results

- Mobilized the Filipino community around breast screening. Resulted in a Filipino Women’s Health Fair attended by over 250 women, and an increase of Filipino women being screened over one year
- Engaged the community with an outreach project called the “Ribbon of Hope” pink ribbon chain, designed to promote breast screening and the 10th Anniversary of *Screen Test*. Due to promotion and community uptake, the chain became over 6,000 feet long and was successfully entered in the Guinness Book of World Records in 2002

EDUCATION

- 1992** Master of Social Work–Non-Profit Management Stream, University of Calgary
- 1990** Bachelor of Social Work, University of Calgary

COMMUNITY & VOLUNTEER ACTIVITIES

- Board Member**, Shameless Magazine 2014-present
- Board Member**, Planned Parenthood Toronto 2013-2014
- Fundraising Advisor**, Shameless Magazine 2010-2013
- Board Member**, Media Action Media, Canada 2007-2010
- Board Member**, Sherbourne Health Centre, Toronto 2007-2009
- Diversity Committee Member**, Women’s College Ambulatory Care Centre, Toronto 2003-2007
- Research Assistant**, Community Social Planning Council, Toronto 2004-2005

SELECT REPORTS, RESOURCES & CONFERENCE PRESENTATIONS

Conference Presentation: “Working Through Challenges in Collaboration.” Collaboration Forum, Toronto East Local Immigration Partnership, Toronto. (February, 2018)

Conference Presentation: “Maximizing Collaboration.” Ontario Council of Agencies Serving Immigrants (OCASI) Executive Director Conference, Toronto. (November 2016)

Conference Presentation: “How to Build a Diverse Board.” Community One Foundation Conference, Toronto. (June 2011)

Report: “North Etobicoke Local Settlement Strategy.” North Etobicoke Local Immigration Partnership (March 2011) http://northetobicokelip.org/pdf/North_Etobicoke_Local_Settlement_Strategy.pdf

Resource: “Collaboration Toolkit.” North Etobicoke Local Immigration Partnership (2010) http://northetobicokelip.org/pdf/North_Etobicoke_LIP_Collaboration_Toolkit.pdf

Report: “Community Snapshot.” North Etobicoke Local Immigration Partnership (August 2010) http://northetobicokelip.org/pdf/NELIP_Community_Snapshot_Final_August_2010.pdf

Resource: *A VAW Access and Equity Framework*, seen in “Transforming our Communities: Report from the Domestic Violence Advisory Council for the Minister Responsible for Women’s Issues.” Ontario Women’s Directorate (May 2009) http://www.women.gov.on.ca/owd_new/english/resources/publications/dvac/dvac_report.shtml#4c

Resource: “Newcomers: A Resource for Your Business – A user-friendly guide of information, tips, and resources to support employers when hiring newcomers.” York South Simcoe Training & Adjustment Board (2009) http://www.wpboard.ca/english/pdfs/Newcomers_-_a_resource_for_your_business.pdf