

Annexure 2: Proof of Eligibility in 4131

- Section 1: Point by Point Comparison with 4131 Criteria
- Section 2: Curriculum Vitae with focus on training experience
- Section 3: GPHR Certification from USA in 2010

Section 1: Point by Point Comparison with 4131 Criteria

Please NOTE these are TITLES in Canadian Immigration Category 4131 description sent by our constultant, these are EXACT or 80-90% matches with brief description, there should not be an IOTA of DOUBT left after reading these, of my eligibility in 4131:

- **Industry-based instructor, industry-based trainer,Pharma industry and Nokia experience**
- **professional training instructor, public-speaking instructor, Trainer at own firm on public speaking / presentation skills, Knoll and Nokia**
- **social services teacher - college level**
- **staff training officer - industry, Pharma and Nokia experience**
- **teacher, police college**
- **teacher, public speaking, Own firm training workshops on presentation skills, trained Dubai Police**
- **trainee instructor**
- **trainer, company, Trainer at Nokia and Knoll**
- **trainer, computer**
- **training consultant - industry, Own business as consultant conducting training workshops**
- **vocational institute teacher**
- **vocational trainer, Own business as consultant conducting training workshops**

Furthermore the following is a point by point match with main duties as described in 4131:

College and other vocational instructors perform some or all of the following duties copied from the roles you sent me in Canadian Immigration Category 4131, my answers in **bold**:

- Teach students using a systematic plan of lectures, demonstrations, discussion groups, laboratory work, shop sessions, seminars, case studies, field assignments and independent or group projects
 1. **All my courses (except Training seminars) have been highly interactive, including or exceeding “Teach students using a systematic plan of lectures, demonstrations, discussion groups, shop sessions, seminars, case studies, field assignments and independent or group projects”**
- Develop curriculum and prepare teaching materials and outlines for courses
 1. **I have prepared training material for over 40 courses in soft skills, plus technical skills (mobile phones and pharma)**
- Prepare, administer and mark tests and papers to evaluate students' progress
 1. **I have marked quiz papers of my participants, I have FILES of feedback forms to prove**
- Advise students on program curricula and career decisions
 1. **As a consultant and trainer I have advised my participants on their career paths and training needs**
- Provide individualized tutorial/remedial instructions
 1. **I have conducted counseling and coaching sessions to this effect**
- Supervise independent or group projects, field placements, laboratory work or hands-on training
 1. **Done that as a trainer**
- Supervise teaching assistants

1. **Had my wife / partner in training as an assistant besides a Field Training Executive in Knoll**
- May provide consultation services to government, business and other organizations
 1. **Done lots of that to the Government of Pakistan and UAE (Dubai Quality Group) and now Government of Libya as an outsource partner of Australian Catalyst group**
- May serve on committees concerned with matters such as budgets, curriculum revision, and course and diploma requirements.
 1. **Advised on training content changes at both Nokia and Knoll**
- These instructors specialize in particular fields or areas of study such as visual arts, dental hygiene, welding, engineering technology, policing, computer software, management and early childhood education.
 1. **My specialty has been management and technology (telecoms/pharma/mobile), both mentioned above**

Employment requirements

- A bachelor's degree, a college diploma or demonstrated expertise in the field of instruction is required.
 1. **I have a BBA (Hons) degree**
- A master's degree in the field of instruction may be required.
 1. **I have an MBA degree**
- A certificate, diploma or degree in adult education may be required.
 1. **I have numerous certificates on trainings attended plus GPHR (Global Professional of Human Resources) by HRCI/SHRM, USA WIDELY recognized and respected in Canada**
 - For instructors of trades, completion of apprenticeship training and industry or trade certification are required. Additional courses in teaching or a provincial teaching certificate may be required.
 - o **I have many certificates of training delivery from different institutes, I have customer feedback forms (lots and lots of them, 1000s) and I have customer recommendation letters as a trainer**

As per the description given in 4131 College and Other Vocational Instructors, I am highlighting (bold + underlined) my experience from the same description.

This unit group includes instructors who teach applied arts, academic, technical and vocational subjects to students at community colleges, CEGEPs, agricultural colleges, technical and vocational institutes, language schools and other college level schools. This unit group also includes trainers who are employed by private training establishments, companies, community agencies and governments to deliver internal training or development courses. College teachers who are heads of departments are included in this group.

The proof of this is as follows, all backed by experience letters and testimonials:

1. Sep 1996-Apr 1999 (2 ½ years+ full time), Knoll Pharmaceuticals, Sales Training Manager (3+ years initially, responsible for all field force (128 staff) direct training needs through self and other trainer conducted programs covering soft skills (management, leadership, sales and similar) and medical knowledge (anatomy, physiology, disease related and similar) promoted to Marketing Services and Training Manager with additional charge of marketing services and a direct reportee, Field Training Executive to execute my field training objectives

2. Apr 1999-date, Synergie Consultants (www.synergize.org), Chief Trainer and Consultant, (full time from Apr-Sep 1999, full time from Sep 2001-Jun 2004, part time from Jun 2004-Jan 2007, and full time Jan 2009 to date or 3+ years full time, rest part time) Synergize (Synergie Consultants / Strategy2Action) is my own training and management consultancy firm where 80% of my responsibility and activity was training and development at private enterprises, government sector and multinationals. I created my own material on training and delivered workshops in Pakistan, UAE for private sector and blue chip multinationals like ABN Amro Bank, National Bank, Union Bank, Emirates Airlines/DNATA, Al Ghurair Foods, United Bank Limited, and government enterprises like Pakistan Software Export Board (PSEB), Central Board of Revenue (CBR), Dubai Quality Group, Dubai Police, and public workshops where participants from all sectors (private, MNC, public and government) attended my workshops
3. Jun 2004 to Jan 2007 (2 ½ years+ full time), Training Manager, responsible for soft skills and technical training in groups and seminars from 5 to 300 people in class room and hotel seminar hall settings for Nokia distributors, telecom operators, Nokia retailers. My job was not just to train but also to help refine training material and on some cases create training material.
4. As of early 2009 I have achieved the GPHR Qualification (Global Professional for Human Resources) from America (HRCI/SHRM, USA) which is a coveted institute WIDELY recognized and respected in Canada and its attainment alone is proof of my caliber as a Training and HR professional, meeting and exceeding the standards specified in 4131

Hence, over the last 10 years, I have worked more than 5 ½ years in a direct training job or business where I was either conducting training or designing and conducting training programs for public, private, multinational and government sectors, and more recently achieved the GPHR qualification (Global Professional for Human Resources) from America (HRCI/SHRM, USA)

I think, for any person, visa officer, reviewer, who is apparently intelligent and educated, the proofs and rationale of eligibility given hence is clearly sufficient, if not in excess, of the requirements specified in 4131 hence I would assume a momentary lapse of reason in analyzing my application, such a lapse can be corrected by more clearly and specifically explaining the rationale for eligibility in 4131.

Section 2: Curriculum Vitae with focus on training experience

CV of Imran Owais Kazmi

HR and Training Professional, Cell: +971 50 5849562, Dubai, UAE

imranokazmi@eim.ae

Objective To support my employer through my extensive knowledge in talent management / training & development complemented by HR and Business consulting experience and expertise, MNC experience and GPHR (Global Professional for Human Resources) certification from SHRM, USA.

Professional Associations

DQG	Dubai Quality Group
SHRM	Global Professional of Human Resources, (GPHR) from Society of Human Resource Management/SHRI, USA
PSTD	Pakistan Society for Training & Development
TRG	Trainers' Resource Group

Work Profile

Duration	Jan 2009 to date
Company	Synergie Consultants
Position	HR Consultant and Trainer

Responsibilities

- Worked with organizations at strategic HR level overall strategy mapping and HR alignment for achieving long term vision
- Conducted workshops on defining mission and vision statements
- Conducted focus groups to define core competencies and desired behaviours for each job family
- Guided and oversaw the process of implementing performance measurement system, putting responsibilities for each on individual and team level
- Produced system manuals for IT project managers to guide them in a step by step manner
- Revised incentive plans for better sales management
- Soft skills training (training areas include BPR, TQM, Performance management, self management and EQ)
- Personal counseling for head of departments to deal effectively with the conflicts at work place

Achievements

- Received appreciation and acknowledgment from Blue chip clients

Skills developed

- Received appreciation from Govt. entities such as Dubai Police and DQG
- Supported sales team to achieve 100% of their targets through planning and motivation
- Helped IT teams to manage the team well and delivered within the defined deadlines while designing

- processes and system guidelines
- Worked with clients in HR to improve their image and branding as a good employer through putting in place incentive systems and reducing high turnover

Duration	Jun 2007 to Dec 2008
Company	Psiloc Middle East
Position	Consultant
Responsibilities	<ul style="list-style-type: none"> • Dealt with regulators and other entities for establishing overseas office in Dubai • Stakeholder management • Guided IT/Telco team for quality testing of new products
Achievements	<ul style="list-style-type: none"> • Built operator and handset manufacturer relationships in MENA and APAC region • Built feasibility plans and sales forecasts based on market studies
Skills developed	<ul style="list-style-type: none"> • Established a registered office of Psiloc in Dubai Media City • Enhanced my knowledge of mobile/telecom technologies and software • Enjoyed and learned working with competitive sales teams and building a collaborative spirit

Duration	Jun 2004 to Jan 2007
Company	Nokia Academy (IHS Middle East)
Position	Manager, Partner Talent Development
Responsibilities	<ul style="list-style-type: none"> • Training delivery and enhancement • Product ideas and quality testing
Achievements	<ul style="list-style-type: none"> • Training experience improvement • Tailored Training design based on level and location of audience
Skills developed	<ul style="list-style-type: none"> • Communication, Technology, Time management

Duration Sep 2001 to May 2004
Company Synergie Consultants
Responsibilities

- Conducted training needs analysis for various clients within FMCG, Pharmaceuticals and banking sectors
- Conducted private and public training workshops on soft skills like management, leadership, Benchmarking, customer care, selling and sales management for a diverse range of clients
- Designed unique training programmes in attitude and behavioural training such as 'changing mindsets'
- Guided, coached and Implemented Balanced Scorecard in giant organizations
- Handled recruitment and executive search for clients especially for pharmaceutical sector

Skills developed

- Designing customized training products
- Training delivery as per strategic HR goals instead of standalone exercise
- Project management

Duration Sep 1999 to Aug 2001
Company Axiom Telecom (Nokia Distributors)
Position Manager, Nokia operations
Responsibilities

- Established operation setup and supply chain
- Marketing and advertising as per Nokia guidelines
- Team development and management
- Finance and admin

Achievements

- Nokia products launch (3310, 8210, 6210) in Pakistan
- 24 hours Nokia concept store launch with repair facilities

Skills developed

- Management, leadership, government relations
- Value chain enhancements

Duration Sep 1996 to Apr 1999
Company Knoll Pharmaceuticals (Boots/BASF/Abbott)
Position Manager, Training and Marketing Services
Responsibilities

- Planning and delivering field force promotional material requirements
- Sales staff training and product orientation
- Monthly newsletter for sales team
- Monetary and non monetary incentive schemes for sales team

Achievements

- Systems development
- Performance evaluation
- Team Motivation

Skills developed

- Communication, Leadership, ICT

Duration Jun 1994 to Jun 1996
 Company Mobilink (Motorola/Orascom network)
 Position Executive, Research
 Responsibilities

- Business Planning
- International Roaming and GSM MoU coordination
- Filing and supplier management
- Direct Sales

Achievements

- Reorganization of marketing department
- Research based business financial and operational forecasts

Skills developed

- Company marketing and sales planning
- Primary and secondary research, Communication, Teamwork

Duration May 1993 to Jan 1994
 Company Pakistan Tobacco (BAT, UK)
 Position Officer, Merchandising & Promotions
 Responsibilities

- BTL Merchandising activities planning and implementation (shop fascias and similar)
- BTL Promotions activities planning and implementation (Film shows, Cricket, Golf, Regional sports)

Achievements

- Sales targets achievement with focused merchandising activities
- International Cricket and Golf tournaments organization

Skills developed

- Merchandising and sales systems improvement
- Travelling, Communication in multiple languages, time management

Education

University Institute of Business Administration
 Degree Masters in Business Administration (MBA) 1991
 Professional Qualifications GPHR (Global Professional of Human Resources) HRCI, USA
 Address Dubai, UAE
 Phone (Mobile) +971 50 5849562
 Email imranokazmi@eim.ae
 Marital Status Married with 2 children
 Date of Birth August 5, 1970
 Residency & DL UAE Resident (Dubai) with valid driving license
 Extracurricular and Interests Music, Reading

References will be provided on request

Section 3: GPHR Certification from USA in 2010



HEREBY CERTIFIES THAT

S M Imran Owais Kazmi, GPHR

having met with distinction the high standards of education, experience and demonstrated knowledge established by this Institute, has been certified as a

Global Professional in Human Resources

Witness the signature of the duly authorized officer of this Institute:

12/16/09 - 12/31/12
PERIOD OF CERTIFICATION

ATTEST:

Mary E. Power, CAE
EXECUTIVE DIRECTOR

12/16/09
CERTIFIED SINCE



HR Certification Institute

Congratulations! You passed the GPHR Exam.

Enclosed are a certificate and lapel pin designating your certification. We encourage you to use the GPHR designation on professional correspondence, business cards and your resume. To retain your designation, recertification is required every three years. Recertification information will be mailed to you six to eight weeks after the close of this testing window. It is also available online at www.hrci.org/recertification.

The following resources are available to you online to help promote your accomplishment:

*Employer notification Go to <http://www.hrci.org/employernotification>

*Sample press release Go to <http://www.hrci.org/Certification/World>

If you would like to notify your chapter of your accomplishment, please log into your online account and select the "Chapter Notification Request" link.

The HR Certification Institute will post a "newly certified professionals" list (sorted by home state) online at <http://www.hrci.org/Certification/NCP1> six to eight weeks after the close of this testing window. In addition, if you are a SHRM member, your designation will be transferred to your SHRM membership record at the same time, unless you indicated otherwise on your application.

Once again, congratulations! If you have any questions, please feel free to contact the HR Certification Institute toll-free at 1-866-898-4724.

HRCI ID Number: 220090902960 Examination Date: 12/16/09

Your Scaled Score: 536 Passing Scaled Score: 500

EXAMINATION SECTION	NUMBER CORRECT	TOTAL POSSIBLE
Strategic HR Management	32	39
Global Talent Acquisition + Mobility	26	33
Global Compensation and Benefits	16	27
Organizational Effectiveness + Talent Dylprna	22	32
Workforce Relations + Risk Management	13	19

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