

Arif is a Senior Management Consultant with Elevate. Arif draws from over 30 years of executive management experience including 21 years with the provincial government and 10 years in the private sector within British Columbia

Arif's areas of focus include change management, organizational transformation, procurement, and strategic thinking. Arif is adept at achieving service delivery excellence through program design, stakeholder engagement and managing complex programs and processes. Arif focuses on a client-centric approach believing that business processes can only be effective when working back from how the client perceives the service intent. Arif excels at building trust with stakeholders to achieve mutually beneficial outcomes.

Arif is passionate about continuous learning and making a difference in the organization he works in and for the clients he engages with.

CHANGE MANAGEMENT

Arif is committed to helping organizations successfully navigate and adapt to changes that are necessary for growth improvement, including end-to-end business process redesign and innovation. Arif brings a unique blend of skills and expertise to the role, including persuasive communication and collaboration skills, a deep understanding of organizational dynamics and a proven record of accomplishment of leading successful change initiatives. Arif prioritizes empathy and listening and works closely with stakeholders to understand their concerns and ensure their voices are heard and their input incorporated.

Arif was instrumental in taking several government programs that that provided payments to service providers through end-to-end business process redesign to streamline payment timelines, reduce unnecessary staff touchpoints and provide a better experience to clients across the province requiring service.

ORGANIZATIONAL TRANSFORMATION

Through his government experience in a social and natural resource ministry, Arif understands the dynamics and complexities of organizational systems. Change is hard. Change in government is even harder. Bringing staff along in the process and being transparent is the key. Arif is skilled at analyzing the current state in an organization, identifying areas for improvement, and designing and implementing effective strategies for change. Arif is solution focused, results orientated, and understands that good collaboration is key to achieving a fundamental shift within an organization.

As Assistant Deputy Minister (ADM), Arif had responsibility for multiple branches within his division and through an organizational review, clarified the organizational structure, and created better sight lines for staff to the most senior leaders in the ministry. The result was a division able to deliver on the Minister's

mandate commitments, respond to issues in a timely way, and support key stakeholders within the sector.

PROCUREMENT

As ADM, Arif had extensive experience working with government procurement processes and procedures to implement programs and initiatives delivered by third parties. Arif's ability to achieve procurement solutions is based on knowledge, experience, and a commitment to service excellence. Arif's communication and interpersonal skills are effective in building strong relationships with stakeholders, balancing competing priorities, and establishing new services.

Arif's work in launching a series of ministerial commitments under the banners of GrowBC, FeedBC and BuyBC are excellent examples of successful implementation of programs and services using creatives approaches to service delivery.

STRATEGIC THINKING

Using a combination of analytical skills, creativity, and a deep understanding of the outcomes that are to be achieved, Arif's work experience demonstrates that he can think strategically to identify effective solutions for resolving organization problems ranging from minor to complex. Strategic thinking is integral to Arif's work approach and always present when dealing with issues.

EMPLOYMENT HISTORY

- Senior Management Consultant, Elevate Consulting: Present
- Assistant Deputy Minister, Ministry of Agriculture and Food: 2015 – Nov 2022
- Executive Director, Provincial Services Division, Ministry of Children and Family Development (MCFD), 2012 - 2015
- Executive Director, Specialized Provincial Services, MCFD: 2009 - 2012

PROFESSIONAL

J. Cutt, D. Bragg, C. Hannis, A. Lalani, K. Balfour. Performance Measurement and Reporting in Non-Profit Organizations, April 1994, Center for Public Sector Studies, University of Victoria, B.C., Canada.

EDUCATION

- Master of Public Administration (MPA) University of Victoria
- Bachelor of Arts Degree, Major Political Science, Minor Economics