

# Palash Sanyal, CPF, ICD.D, PMP, GCB.D, MEng, MSc, MWS

**Many roles, 1 purpose: developing people, systems & futures | Board Director | Facilitator | Coach | Educator | Mediator | Water & Governance | Helping leaders think differently | From Arctic North to Southern Hemisphere**

## Profile

Governance and strategy professional with over 15 years of experience at the intersection of sustainability, leadership, and adult education. As a certified coach and facilitator, I create practical, systems-oriented learning experiences that blend ESG principles, project delivery, and decision science. I have designed professional curricula, led transdisciplinary initiatives, and facilitated high-stakes conversations across sectors. My work equips leaders to navigate complexity with purpose, clarity, and integrity, driving organisational resilience and personal growth.

## Board and Committee Experience

**Sandbox Mutual Insurance** — Independent Director; Risk Committee, Finance and Audit Committee (3 years)

**Royal College International** — Independent Director; HR and Governance Committee (3 years)

**Supply Chain Canada** — Independent Director; Finance and Audit Committee (1 year)

**Trans Canada Trail** — Independent Director; HR and Governance Committee (3 years)

**CNIB** — Strategic Leadership and National Risk Committee Member (2 years)

**International Association for Public Participation (IAP2) Canada** — Director (4 years); Vice President (2022–2023)

**City of Saskatoon** — Environmental Advisory Committee and Immigration Advisory Table Member (3 years)

**TEDxUniversityofSaskatchewan2019** — Founding Curator and Organiser

**World Economic Forum Saskatoon Hub** — Founding Curator (2 years)

## Recent Professional Experience

**Governing Water Inc.** — Principal (Present, 4 years)

- Lead a governance and leadership advisory practice focused on supporting boards, executive teams, and multi-stakeholder organisations across sectors
- Led governance workshops for organizations like the World Bank, Eco Canada, IAIA, and the Nunavut Planning Commission, focusing on leadership, participatory decision-making, sustainability, and risk management
- Design and deliver leadership development programs grounded in Emotional Intelligence, conflict transformation, and culturally responsive facilitation, tailored for senior leaders and cross-cultural teams
- Apply systems thinking to help clients navigate complexity, align decisions with long-term goals, and strengthen organisational resilience
- Support northern and Indigenous-led institutions in building governance capacity and making values-aligned, community-rooted decisions
- Coach leaders and facilitators in applying decision science and ESG principles to real-world challenges.

**Southern Alberta Institute of Technology (SAIT) – School of Business** Lecturer (Present, 2 years)

- Designed and delivered applied business and project management courses, integrating real-world examples and strategic decision-making tools.
- Created experiential learning opportunities through guest lectures, industry case studies, and workshops.

**University of Saskatchewan, SENS** — Lecturer (Present, 3 years)

- Developed a three-part Climate Change micro-credential program.
- Taught systems thinking, project management, and sustainability leadership.

**Global Institute for Water Security** — Strategic Partnership and Project Manager (4 years)

- Secured over \$10 million in funding.
- Built partnerships to integrate responsible practices into water security research.

**University of Saskatchewan, SENS** — Work Placement Coordinator (1 year)

- Developed 23 strategic partnerships and secured 40+ student project placements.

**University of Guelph** — Lead, Food Systems Research (1 year)

- Led research on complexity in global food systems.

**Soliya** — Senior Facilitator and Coach (12 years)

- Delivered over 1,000 hours of intercultural conflict resolution training.

**WaterPlan** — Water Risk Advisor (1 year)

- Developed ESG-aligned risk indicators and a corporate water risk dashboard.

**Ricardo UK and IPAC** — Lead Consultant (1 year)

- Assessed ESG risks and environmental impacts for infrastructure projects.

**Curious Dhaka** — Head of Research and Communication (3 years)

- Led projects and partnerships focused on community-driven climate adaptation initiatives.

**Accreditations and Certifications**

- ICD.D, Institute of Corporate Directors
- GCB.D, Governance of Charitable Boards (Competent Boards)
- PMP, Project Management Professional (PMI)
- CPF, Certified Professional Facilitator, International Association of Facilitators
- Certified EQ-I 2.0 + EQ 360 Coach
- GRI Certified Sustainability Professional
- AIGP (Artificial Intelligence Governance Professional), expected 2025
- Engineer-in-Training (Passed PPE, APEGS)

**Education**

- Master of Water Security (Socio-hydrology), University of Saskatchewan
- Master of Engineering (Civil Engineering – Environment), University of South Carolina
- Master of Development Studies (Environmental Economics), University of Dhaka
- Bachelor of Science in Civil Engineering, Bangladesh University of Engineering and Technology (BUET)
- CPA PREP Program, CPA Western School of Business

**Selected Professional Development**

- Innovation Governance Program, Council of Canadian Innovators (All levels)
- Human-Centered Strategy Certificate, IDEO U
- Not-for-Profit Governance Program, Institute of Corporate Directors
- Certified Leadership Coach (CLC), Destination Leadership
- Stakeholder Mapping and Engagement, IAP2 Canada

**Mentoring and Community Engagement**

- Founders Team Member, Dal Innovates
- Career Mentor, Norquest University
- Mentor, Indigenous Clean Energy Program
- Mentor, AASHE Program
- Mentor, Clinton Global Initiative

**Awards and Recognition**

- One to Watch Alumni Achievement Award, University of Saskatchewan
- Young Professional of the Year, WaterCanada
- Saskatchewan Young Professional of the Year, SYPE
- EECOM Outstanding Youth Action Leader in Canada
- Delegate, Young Diplomats of Canada (OECD Forum, France)
- Leader of Tomorrow, St. Gallen Symposium, Switzerland

**Selected Publications**

- "Water is the new carbon" — Circle of Blue, 2022
- "Global assessment of private sector impacts on water" — Ceres Inc., 2022
- "Indicators of complexity in global food systems" — Frontiers in Sustainability, 2021
- Multiple peer-reviewed papers on hydrology, climate change, and sustainability (Hydrological Processes, Ecological Modelling)