
TISNEEM SAYANVALA

PROFILE

Experienced Canadian professional with a strong background in the below industries, specializing in employee training and operational workforce development. Skilled in delivering engaging, easy to understand training programs to align with organizational goals.

EXPERIENCE

DAMAC GROUP - INTERNATIONAL BUSINESS DEVELOPMENT MANAGER

DUBAI, UAE – MAY 2024 - PRESENT

- Delivered trainings on newly constructed projects focusing on project material, architecture, building configurations and floor plan layouts.
- Delivered workshops focusing on sales techniques, customer engagement and product knowledge, focusing on international market variances.
- Spearheaded business expansion efforts across UK and North America, forging strategic partnerships with key industry leaders.
- Conducted market research and workforce analysis to guide expansion strategies and workforce planning.
- Collaborated with HR teams to ensure compliance with international labor laws and best practices for global workforce management.

ZEAL WAY - TRAINING MANAGER

DUBAI, UAE – APRIL 2023 - MARCH 2024

- Delivered onboarding and orientation trainings for company policies, role-specific trainings, workplace culture and productivity. Created and provided courses on emotional intelligence and time management.
- Delivered technical & systems training and provided instructions on internal systems, including CRM platforms and sales tools.
- Led the recruitment, onboarding and training process for new employees, ensuring seamless integration into the company culture and operations,
- Managed all aspects of HR operations including workforce planning, employee relations, compliance and policy implementation.
- Developed and enforced company policies to align with labor laws and best practices ensuring a fair and compliant workplace.

CACTUS CLUB RESTAURANT - OPERATIONS & TRAINING MANAGER

CALGARY, ALBERTA, CANADA – 2012-2018

- Delivered health food and safety trainings across Canada and certified all new employees.

- Led the successful opening of multiple high end restaurant locations, overseeing recruitment, on-boarding and training.
- Ensured compliance with labour laws, health and safety regulations and company policies.
- Created and maintained structured onboarding programs, reducing turnover and increasing employee retention in a competitive market.
- Played a key role in operational launch strategies, conducting hands-on leadership training for management teams, equipping them with skills in team development, conflict resolution and operational efficiency.

AMERICAN EAGLE - HIRING & TRAINING MANAGER

CALGARY, ALBERTA, CANADA – 2008-2012

- Led full-cycle recruitment for retail and management positions, hiring top talent to support store operations and company growth.
- Managed onboarding and training programs, ensuring new hires were equipped with the skills and knowledge to meet brand standards.
- Developed and implemented employee engagement initiatives, improving retention and workplace satisfaction.
- Oversaw workforce planning, scheduling, and performance management for a high-volume retail environment.
- HR & Compliance Training – Ensuring employees are trained on company policies, labor laws, and workplace ethics.
- Leadership & Coaching – Training managers and employees to enhance leadership skills and team effectiveness with a proven ability to streamline processes.