

February 26, 2022

Reference Letter: Vinay Singh

It is with great enthusiasm that I write this letter of reference for Vinay Singh. Over the past year I have come to know and work directly with him in the context of professor-student and as a colleague. In both situations I found him to be someone who easily synthesizes information and makes connections between learning and real-world implications both at the micro- and macro-levels.

Vinay is someone who demonstrates a passion for learning and is both creative and flexible. As a member of the Teacher's College Columbia University faculty, I had the opportunity to meet Vinay in my course, "Facilitating Adult Learning" in fall 2020. As a participant he showed that he is an advanced thinker who attended to his group and was an active participant in both our virtual and face-to-face sessions. He soaks up material, relates it to his experiences, and understands broader implications outside of the classroom. As a leader in our learning community, he co-facilitated a professional development series on behalf of our department over the past year. His insights for choosing topics and speakers are instinctive – bringing together those who are ready for crucial conversations about challenging topics in the workplace: identity, diversity, and social justice.

During the spring semester, Vinay asked if I would work with him on a project which integrates an existing manuscript that he wrote on positive psychology and mentoring with an assessment tool. The manuscript, based on work-based experiences and research, is written as a guide to support younger in career and high potentials in need of mentoring. The tool being used is commonly used for leadership style assessment and it identifies one's strengths and areas of opportunity for growth. A gap that Vinay identified and wanted to fill was actionable items for rounding out one's skill set. He wanted to apply "lessons learned" from his experiences as a leader and one who had access to those in leadership. Together, we mapped and coded his manuscript to the assessment so that users would be able to get guidance on areas in which they need support. Although not his original intention with the manuscript, Vinay was able to see how, through the lens of product development, there was a practical and novel real-world solution demonstrating his creativity and flexibility. We worked collaboratively on this project and I was honored to work with him as a peer and collaborator.

These attributes, his vast business knowledge, and shown capacity in generating intellectual property that is field building would be a tremendous asset at an organization. I see this as a skill set desired by a company looking to innovate and ideate. This coupled with his demonstrated leadership, Vinay represents an outstanding candidate. I recommend him enthusiastically and without reservation.

Thank you for your consideration.

Sincerely,



Carrie L. Shockley, Ed.D.
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