

Nadin Volembovsky

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Research Objective

My research aims to identify the foundational conditions that enable human flourishing and to design sustainable, human-centred systems that dynamically adapt to societal needs. By integrating insights from business ethics, systems design, psychology, philosophy, and global governance, I aim to develop innovative frameworks that promote well-being, foster institutional transformation, and highlight the vital role of art in human development.

Education

PhD (In Progress / Applications, 2025)

Doctor of Philosophy (Field TBD: Systems Design / Ethics / Human Flourishing / Interdisciplinary Studies)

Focus:

1. **Human Flourishing Minimal Conditions Framework** — identifying and modelling the foundational structural, psychological, and institutional conditions required for sustainable human well-being.
2. **Adaptive Governance & Systemic Transformation** — applying systems theory to redesign governance models that evolve responsively to human needs and societal change.

3. **Philosophy and Design** — integrating ethical inquiry, Japanese minimalism, and process reduction principles to develop humane, elegant, and scalable approaches to support societal needs.

Master of Business Administration (MBA)

University Canada West — Vancouver, Canada

October 2020 – July 2022

GPA: 3.82

Specialty Coursework:

- **Entrepreneurship** — 90.76% / A+, Dr. Zvaniga, Eric
- **Design Thinking** — 91.25% / A+, Pr. Gholami, Behnaz
- **Launch Your Business** — 85% / A, Dr. Bowen, James

Relevant Coursework (Excluded from GPA):

- *Business & Academic Writing* — 95.25% / A+, Dr. Rivero Sanz, Tatiana
- *Quantitative Reasoning & Analysis* — 91.33% / A+, Professor Frankl, Milan
- *Economics From A Business Perspective* — 76.25% / B+, Professor Nagarajan, Renuga

Law Degree (Professional) — Licensed to Practice Law

State University of Moldova — Faculty of Law

September 1997 – July 2002

Degree Awarded: Licență în Drept (Law Degree) — *professional degree qualifying for legal practice.*

Professional Status: Licensed to Practice Law (Republic of Moldova). Granted, following graduation from Law School and completion of licensure examinations.

Specializations:

- *Constitutional Law* — 8.00 / 10.00
- *Administrative Law* — 8.00 / 10.00

Thesis: Governmental Forms — 9.00 / 10.00

Licensure Examination GPA: 9.00 / 10.00

Certificates & Professional Training

HarvardX (Harvard University) — Data Science Series

Data Science: Probability — Issued April 30, 2024

Data Science: Visualization — Issued August 27, 2021

Data Science: R Basics — Issued November 22, 2021

Instructor: *Prof. Rafael Irizarry*, Harvard TH Chan School of Public Health

IBM Design

Enterprise Design Thinking Practitioner

Issued January 24, 2022

Certification based on coursework and real-world application under the IBM Enterprise Design Thinking Center of Competence.

Digital Marketing Institute / University Canada West

Certified Digital Marketing Associate

Graduate No. CA-UCW107358

Issued October 18, 2021

Government of Canada

TCPS 2: CORE — Ethical Conduct for Research Involving Humans

Issued August 2021

Harvard Business School Online

Sustainable Business Strategy — Issued October 7, 2020

Instructor: *Prof. Rebecca M. Henderson*, Boston, Massachusetts, USA

Key Studies:

- Sustainable Business Models
- Sustainable Business - Dealing with Uncertainties
- Sustainable Business - Pathways to Changes
- Cooperation in the Real Economy
- The Role of Business and the State
- National Inclusive Institution Development
- Governance and Finance Sustainable Practices
- Sustainability Commitment
- ESG
- Cooperation with External Stakeholders

Harvard Business School Online

Entrepreneurship Essentials — Issued December 16, 2020

Instructor: *Prof. William A. Sahlman*, Boston, Massachusetts, USA

Key Studies:

- *Resources Needed for Success*
- *Tools and Frameworks to Evaluate Essential Entrepreneurial Decisions*
- *Entrepreneurial Ventures Finance*
- *Testing and Bringing New Ideas to Market*
- *Risk Management*
- *Venture and Teams Evaluation*
- *Meet Customer Needs*
- *Raising Money and New Investors Attraction*
- *Reward Management*
- *Dilution, Valuation, and Option Pools*
- *Processes of Building Successful Companies*
- *Entrepreneurial Opportunities Discovery*

Scrum Alliance (Non-Profit)

Certified Scrum Product Owner (CSPO)

Issued February 2019

Research Experience

Founder & Researcher — Aggerari Inc.

Mississauga, Ontario, Canada

June 2022 – Present

Minimal Conditions for Human Flourishing

A multi-year independent research initiative investigating the structural, psychological, cultural, and systemic foundations that enable human well-being.

Focus areas:

- Universal drivers of happiness and flourishing
- Cross-cultural and historical models of human needs
- Systems theory, ethics, psychology, and governance
- Development of the *Minimal Conditions Framework*

The Role of Art in Human Life

An inquiry into how art supports personal development, cultural continuity, identity formation, and emotional resilience.

Focus areas:

- Art as a tool for meaning-making
- Art ownership, legacy, and lineage
- Creativity as a pathway to self-realization
- Role of art systems and institutions

Sustainable System Design for Human-Centred Societies

Exploring new models for societal and organizational structures that adapt to human needs in real time.

Focus areas:

- Adaptive and just-in-time feedback mechanisms
- Systems that evolve with people
- Design ethics and governance models
- Structural transformation through minimalism and reduction

Globalization, Institutions, and Future Governance

Analyzing global systems, their failure points, and requirements for future, people-centred institutional models.

Focus areas:

- Cross-border governance challenges
 - Institutional resilience and adaptability
 - Global equity and inclusion
 - Requirements for next-generation governance systems
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Publications & Academic Outputs

Working Paper in Preparation

“Systems of Human Flourishing: A Minimal Conditions Framework”

An interdisciplinary conceptual framework integrating systems theory, ethics, and psychology to define foundational conditions for human well-being.

Currently in development, preparing for academic submission.

Academic Engagement

Active participant in Harvard Business School case-based academic discussions (2022–2025) with faculty, including Professors Reinhardt and Thomke. Focus areas included climate change governance, organizational leadership, and innovation management.

Teaching & Mentorship

IT Consultant — Ministry of Transportation of Ontario

Toronto, Canada · June 2014

Teaching & Mentorship Contributions

- Trained new and experienced staff in accessible web development, aligning with AODA standards and Government of Canada accessibility requirements.
- Guided management on digital accessibility best practices, ensuring compliance across online content and internal systems.
- Delivered ongoing mentorship to web teams transitioning into new platforms and accessibility frameworks.

Impact

- Trained teams involved in the multi-ministry Web Transition Project, enabling them to meet provincial and federal accessibility standards.
- Developed training materials and led educational sessions for the rollout of the new MS Office Intranet for all Ontario ministries.
- Established updated accessibility and content standards for 600+ online contributors across the Ministry of Transportation.

Business Analyst & Consultant — CGI

Insurance Information Services (IIS) · Toronto, Canada

June 2018 – August 2020

Teaching & Mentorship Contributions

- Mentored insurance-sector teams across Canada through complex **data, process, and system changes**.
- Provided bilingual (EN/FR) training and documentation for Québec insurance departments, adapting to new national requirements.
- Guided clients in understanding structural and non-structural historical data (full population analysis), supporting decision-making and policy improvements.

Impact

- Designed innovative system enhancements that reduced **risk assessment processing time from 3 days to 15 minutes**.
 - Introduced a redesigned risk-assessment data interface with **timelines, markers, and visual indicators** for rapid insight and accuracy.
 - Delivered precise analytical insights and predictions that supported strategic decision-making across the insurance ecosystem.
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Professional Experience

Founder & CEO — Aggerari Inc.

Mississauga, Ontario, Canada · February 2021 – Present

Aggerari is the research, design, and strategy lab through which I explore better systems, sustainable models, and human-centred innovation. My responsibilities span entrepreneurship, product development, governance, and global design.

Core Responsibilities & Focus Areas

- **Business Strategy & Governance:** Designing organizational structures, ethical frameworks, and adaptive governance models aligned with long-term sustainability.
- **Design Thinking & Innovation:** Applying human-centred design to product development, systems analysis, and process simplification.

- SaaS Product Development: Leading the design of scalable software systems, from concept to architecture to execution.
- Global Scaling: Investigating best practices for global operations, market entry strategies, and cross-border systems design.
- Research & Exploration:
 - Investigation of emerging technologies
 - Development of new sustainable business models
 - Analysis of systems failures and opportunities for transformation
 - Designing minimal and universal frameworks that can scale globally

Business Analyst & Consultant — CGI

Toronto, Ontario, Canada · June 2018 – August 2022

My work at CGI involved analytical, structural, and systems-oriented responsibilities that directly strengthen my research identity in methods, data interpretation, systems design, and innovation.

Responsibilities with Research Relevance

- Analytics & Interpretation: Analyzed complex qualitative and quantitative data from across the Canadian insurance ecosystem.
- Systems Design: Identified structural pain points, inefficiencies, and systemic failure modes; designed methodologies to address them.
- Innovation & Methods: Developed new analytical frameworks, risk assessment approaches, and visualization tools.
- Process Improvement: Contributed to modernizing data handling, risk evaluation, and operational decision-making across the industry.

Notable Achievements

- Industry-Level Insight: By working with full-population qualitative and historical data, I mapped the broader structure, behaviour, and patterns within the insurance sector.
- Integrated Data System: Designed a local database that merged all available data sources through common variables and parameters, enabling deeper pattern recognition.

- Predictive Analysis Tool:
 - Built an advanced Excel-based interface using structured historical data
 - Identified correlations, triggers, and outcomes
 - Created a predictive view of possible future events based on activated risk markers.
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Skills

Research Methods

- Qualitative: interviews, observation, thematic analysis, grounded theory
- Quantitative: statistical analysis, modelling, structured data analysis
- Mixed Methods: integrating qualitative insight with quantitative validation
- Systems & Process Analysis: identifying constraints, recognizing patterns, mapping interdependencies, and assessing correlations and impact.

Tools & Software

- Excel (advanced modelling, automation, data visualization)
- SQL (relational data querying, dataset integration)
- R (statistical analysis, reproducible research workflows)
- Public & Private Data Sources (industry, government, and structured risk databases)

Technical & Domain Knowledge

- Research Design & Methodology
- Design Thinking & Innovation Methods
- MAU MC24 Framework
- Sprint Design (Google)
- Systems Design & Process Optimization
- Accessibility Standards (AODA, WCAG, Government of Canada)

Languages

- English (fluent)
 - Romanian (native)
 - Russian (fluent)
 - French (intermediate, working proficiency)
 - Latin (reading knowledge)
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Conference Attendance and Participation

Harvard Business School Connex, Boston, MA, USA (2022–2025)

Connex 2022: Attended Connex conferences, engaging with leaders in business strategy and governance.

Connex 2023: Participant in the *Climate Change: Paris, and the Road Ahead* case discussion, held by Professor Forest Reinhardt (Aldrich Hall 110).

Connex 2024: Engaged in the Leadership & Organizational Change case on IDEO, facilitated by Professor Stefan Thomke.

Connex 2025: Actively contributed to peer discussions on global strategy, climate governance, AI, and innovation systems.

Awards

Highest Client Satisfaction Score across all CGI GTA Business Units 2016

- CGI Business Consulting Department - **Highest Client Satisfaction Score** across all CGI GTA Business Units, 2016.
- CGI **Bravo Award** for the contribution to deliver the **Pearson Airport Innovation Development** proposal for the GTAA's second RFP response, 2015

Selected Projects

Minimal Conditions Framework for Human Flourishing (In Progress)

- Conducting multi-disciplinary analysis integrating systems theory, psychology, ethics, and cultural studies to identify universal drivers of individual and societal well-being.
- Developing a prototype framework, mapping minimal structural, psychological, and institutional requirements for human potential.
- Producing conceptual models informing an emerging academic working paper and future doctoral research.

Adaptive Global Governance Design Model (In Progress)

- Analyzing structural weaknesses in current global governance systems, including rigidity, inequity, and insufficient adaptive processes.
- Applying systems design, scenario modelling, and cross-domain synthesis to outline principles for dynamic, self-updating institutional frameworks.
- Generating early-stage governance blueprints aimed at supporting long-term human and ecological flourishing.

Art as a System for Human Development (In Progress)

- Investigating the cognitive, emotional, and societal functions of art across cultures to understand its role in shaping identity and promoting well-being.
- Conducting qualitative analysis of artist–audience–environment systems to examine how art contributes to psychological resilience and collective meaning-making.
- Developing a conceptual model positioning art as a core pillar of human flourishing within future societal design.

References

Available upon request