

Executive Profile

Strategic and results-driven Business Transformation & Digital Innovation Leader with 25+ years' experience modernizing underperforming, multi-sector enterprises across construction, facilities management, trading, retail and ecommerce sectors. Proven success in leading large-scale restructuring, P&L management, financial governance, Full-Cycle Recruitment & Talent Acquisition, ERP implementation for an UAE based organization exceeding AED 400M turnover, 200+ concurrent projects, 6,000+ employees, 3,000+ assets and 60,000+SKUs as inventory held across 4 distribution warehouse locations across UAE (Dubai, Abu Dhabi, Sharjah and Ras Al-Khaimah).

Expert in bridging strategy and technology aligning people and processes, with strategic goals to maximize value creation, with demonstrated success in budgeting, program management, change leadership, organizational design, process re-engineering, best of breed SaaS & ERP Integration in dynamic, fast-changing environments having direct experience leading cross-functional teams including Operations, Finance, HR, Procurement, IT, Commercial, Logistics and Warehouse functions while reporting to CEO and board-level leadership.

Core Competencies

Transformation & Turnaround Leadership | AI & Digital Readiness Strategy | Enterprise ERP Integration | Strategic Governance & Financial Discipline | Enterprise Architecture | Business Process Re-Engineering | Operational Excellence | Organizational Design & Change Leadership | Organizational Agility | Cross-Functional Team Building | Cost Control & Working Capital Optimization | Stakeholder Engagement | Vendor & Contract Negotiation | KPI & Performance Management | Talent Acquisition & Leadership Development | Risk & Compliance Management

Education & Credentials

- Executive Master in [Artificial Intelligence for Business](#) – Bologna Business School, Italy (2023 – 2024)
[Project Work](#): Designed and Co-developed an AI-driven healthcare social-network MVP leveraging LLMs, RAG and structured datasets aimed to reduce pharma waste and improve medicine adherence.
- Specialized Training in [Leadership, Entrepreneurship, Management and Innovation](#) from Harvard Business School:
Credential of Readiness in [Economics, Financial Accounting & Business Analytics](#) (Dec 2024 – July 2025)
Certification in [Leading Change and Organizational Renewal](#) (Aug 2025)
Certification in [Winning with Digital Platforms](#) (Sep 2025)
Certification in [Organizational Leadership](#) (Sep 2025)
Certification in [Transforming Customer Experiences](#) (Sep 2025)
- Graduate Diploma in [Mechanical Engineering](#) – State Board of Technical Education, India (1996)

Professional Experience

Strategic Advisor & Board Consultant

Orient Group of Companies, Dubai, UAE | Apr 2024 – Mar 2025

- Acted as strategic advisor to ownership, board, auditors and executive leadership on financial governance, operations strategy, Planning & control, Optimizing Service Operations and Digital Operations management.
- Oversaw compliance frameworks and financial discipline across all 4 business verticals (construction, facility management, trading, retail and e-commerce).
- Supported board level decision making through trend analysis, KPI-driven reporting and independent review of management effectiveness.
- Evaluated the effectiveness of implemented solutions and processes ensuring targeted outcomes are achieved.

Chief Transformation Officer & Operations Director

Orient Group of Companies, Dubai, UAE | Mar 2022 – Mar 2024

- Restructured and Bridged siloed operations between business units (finance, HR, IT, procurement, logistics, Sales and Marketing) to centralized governance model with transparent KPI frameworks improving cross-functional collaboration.
- Led cross-functional projects to maximize value, improve collaboration and enhance service delivery across 200+ projects nationwide.
- Built and sustained relationships with internal and external stakeholders, ensuring conflict resolution, alignment and customer satisfaction.
- Introduced enterprise-wide performance management framework, embedding KPIs into leadership reviews and built company-wide culture of operational transparency through real-time dashboards and weekly reporting.
- Provided oversight on major vendor negotiations, reducing exposure to contractual risks and optimizing procurement value.
- Streamlined service management workflows by digitizing operations, supply chain, planning and customer experience processes.

Interim Business Operations, Accounting & Finance Manager (Transformation Lead)

Orient Group of Companies, Dubai, UAE | Oct 2018 – Feb 2022

- Appointed as Interim non-finance executive to lead comprehensive finance, accounting, procurement, logistics and warehouse department's transformation for an AED 400M+ turnover, multi-location UAE organization.
- Led transition from legacy systems to integrated best of breed and cloud ERP solution, establishing VAT compliant COA, multi-tier approval workflows and automated financial controls—achieving zero disruption and improved transaction accuracy and timely reporting across 25+ departments operating under 4 business units (Construction, Facility Management, Retail, Trading and e-commerce)
- Led Full-Cycle Recruitment & Talent Acquisition across all business units; sales, project management, operations, HR, Finance, IT, Procurement, Supply Chain, Commercial, Tender & Estimation, Planning and Cost Control functions.
- Built, trained and transitioned a high-performing finance team through recruitment, capability development, SOP creation (month-end closing, VAT, audit documentation), leadership handover and zero operational disruption.
- Strengthened financial governance and reporting by standardizing closings, reconciliations, cash flow forecasting, cost accounting and department-level profitability reporting.
- Optimized manpower & equipment deployment, inventory, asset and treasury management—cutting dead stock 30%, digitizing cash payments via Qashio and improving cash control.
- Ensured audit readiness and regulatory compliance by overseeing VAT filings, WPS payroll for 6,000+ employees, coordinating year-end audit and maintaining strong auditor and stakeholder relationships.

Digital Transformation/Change Manager

Orient Group of Companies, Dubai, UAE | Dec 2010 – Sep 2018

- Develop and execute change management strategies to support adoption of new technologies, systems and processes.
- Create engaging communication strategies, training programs and supporting materials for diverse stakeholder groups.
- Monitor change effectiveness and proactively manage risks or barriers to successful adoption.
- Designed and implemented comprehensive best of breed SaaS HRMS, CRM, EAM and Service management systems, digitizing operations that were previously paper-based.
- Automated HR processes including payroll, recruitment and timekeeping across 200+ projects, 6,000+ employees, standardizing compliance and reporting.
- Reduced corruption, theft and inefficiencies across departments by up to 90% through governance and controls.

- Implemented vendor stock programs and bulk procurement contracts, generating cost savings and improving supply chain efficiency.
- Recruited and built a dedicated digital transformation team, training them to manage automation projects independently.

IT Manager

Orient Group of Companies, Dubai, UAE | Feb 1999 – Nov 2010

- Built the IT function from scratch, managing enterprise infrastructure, secure networks and Microsoft 365 rollout.
- Deployed GPS tracking and scheduling for 300+ vehicles, ensuring efficient allocation of manpower and equipment.
- Introduced digital communication and file-sharing systems across multi-site operations in UAE.
- Developed in-house applications to support project billing, payroll and asset management.
- Laid the groundwork for the digital transformation journey by standardizing IT governance and policies.

Project Manager

Variac Systems Pvt Ltd, Chennai, India | Jul 1996 – Jan 1999

- Led digital transformation initiative for US Department of Defense contracts, overseeing the research, development, testing and commissioning of GIS mapping systems to digitize sensitive classified maps.
- Oversaw the development of a custom MicroStation plugin to automate error detection, correction and verification of digitized maps, reducing manual rework and increasing efficiency.
- Directed cross-functional collaboration between client and software developers in India, ensuring requirements were met with accuracy, compliance and data security.
- Ensured timely upload and integration of finalized digital maps into the US Department of Defense portal, meeting quality and compliance benchmarks.

Intern

Videsh Sanchar Nigam Ltd (VSNL), India | Jan 1996 – Apr 1996

- Assisted the Chief Engineer in managing his daily schedule, prioritizing tasks and departmental follow-ups.
- Recorded and prepared meeting minutes for executive and technical sessions, ensuring accurate documentation and action tracking.
- Coordinated with universities and research institutions to facilitate seminars, technical visits and student research programs.
- Supported line managers by compiling and consolidating operational and technical reports submitted by multiple departments.

Business Tools Proficiency

OpenAI ChatGPT, Anthropic Claude, UiPath, MS Dynamics 365, Oracle Fusion Cloud, SAP Cloud ERP, NetSuite, ePROMIS Cloud ERP, Epicor, Salesforce, ServiceNow, Pipedrive CRM, ERPLY POS & Books, Xero, QuickBooks, GreytHR, Staff2, MTC Pro, Power BI, Tableau, Qashio, Service Fusion, Primavera, Aconex

Professional & Personal References

Mr. Peter Harradine, [CEO](#), Orient Group of Companies, Dubai, United Arab Emirates

Mr. Maurizio Gabbrielli, [Head of Department; AI & Computer Science](#), University of Bologna, Bologna, Italy

Mr. Osama Daoud, [Business Consultant](#), SDP HR Consultancy FZ LLC, Dubai, United Arab Emirates

Mr. Vikas Bhatia, [Co-Founder](#), Hire & Fyre Transport LLC, Dubai, United Arab Emirates