

HESHAM MORTEN GABR

Innovation and Strategy Facilitator



RESUME

Experienced Innovation and Strategy Facilitator with a Ph.D. in Business Administration, specializing in transforming strategic insights into actionable innovation. Proven expertise across academia, executive leadership, global business, and the creative arts, with a strong track record of facilitating growth and change.

Ph.D., MSc, BSc | AI Certified | PMI-ACP | SAFe | SAFe-LPM

AREAS OF EXPERTISE

- **Innovation Coaching & Facilitation (Signature Expertise):** Guiding teams and individuals to unlock creative potential and achieve sustained innovation.
- **Business Strategy Development:** Crafting strategic plans that drive business innovation, growth and transformation.
- **Portfolio Management:** Coordinating related projects to achieve specific strategic objectives and deliver program benefits.
- **Program Management:** Ensuring timely and successful delivery of projects and programs.
- **Project Management:** Ensuring successful delivery of individual projects.
- **M&A Transaction Support:** Supporting mergers and acquisitions, from strategic planning to integration.
- **Sustainability Strategy:** Integrating sustainability into core business strategies.
- **Advocacy:** Influencing policy and decision-making through strategic advocacy and engagement with stakeholders.
- **Generative AI:** Applied knowledge of AI principles and techniques to enhance strategy, Innovation and Planning processes. Proficient in prompt engineering to effectively guide AI for creative problem-solving and insight generation.



EMPLOYED:

Corporate Sustainability Director, Multi-Wing Group. **Feb 2022 - Aug 2022**
Responsible for integrating sustainability into core business strategies. Reported to the CEO and managed internal project activities. Collaborated with Altor Equity Partners, minority owner Jesper Bernhoft, and BCG to create the next Corporate Strategy. Participated in daily follow-ups, content sessions, and steering committee meetings.

Chief Strategy Officer, Multi-Wing Group. **Feb 2011 - Feb 2022**
Reported directly to the CEO, responsible for global Corporate Strategy and Planning. Led strategy execution across multiple planning cycles (2009-2025), ensuring alignment and value realization across key initiatives like EFLOW, CUSTOMFAN, and DC Fans. Directed projects to drive innovation and market leadership. Managed the internal transaction process for the sale to Altor Equity Partners. Led global advocacy efforts, securing favorable regulatory outcomes. MW achieved over 200% growth in turnover and EBITDA from 2009 to 2022.

Business Development Manager, Multi-Wing Group. **Feb 2010 - Feb 2011**
With reference to the CEO, responsible for Corporate Strategy and Planning. Established the planning cycle for the HQ in Denmark and organized weekly status meetings. Supported the regional sales manager in Northern Europe and the Business Unit in France.

Management Consultant, Flensby & Partners Strategy. **June 2008 - Feb 2010**
With reference to two Partners, responsible for project work, managing student helpers and Internal knowledge management and concept development. Created a "one-page entry" knowledge platform that encapsulated all critical company processes and tools, tailored for effective strategy consulting knowledge transfer.

Innovation Policy Analyst, FORA. **Oct 2005 - Feb 2008**
Worked closely with Director Jørgen Rosted, former head of the department in the Ministry of Business and Chairman of the OECD's Committee for Industry and Business Environment, and Creative Director Anders Hoffmann, former Senior Economist at the OECD. Played a crucial role in a team dedicated to identifying and prioritizing critical policy areas to drive wealth through innovation. Developed national innovation frameworks and comprehensive policy platforms that significantly shaped national strategies.



CONSULTANT:

Founder, E&R. **Sep 2022 - Now**
www.exploreandreconnect.com
Launched a consultancy focused on strategic planning and creativity & innovation facilitation & coaching. See Projects section.

Partner, Escape Project Professionals. **May 2024 - Now**
<https://escape.company>

PROJECTS

2024-now **FlowState Innovation Programmes, One on One coaching**. Led innovative sessions using the FlowState method, enabling clients to unlock creative problem-solving abilities. [Testimonials](#).

2023 **M&A Transaction Support Manager, Euromaster, (Michelin)**. Managed critical data, alignment meetings, and strategic planning, facilitating the sale of Euromaster Denmark. [Case](#). [Testimonial](#).

2023 **Freelance Strategy Consultant, (Confidential)**. Developed strategy and roadmap for a start-up, transforming their operational clarity. [Case](#).

CERTIFICATES

2024 Scale Agile, Inc. – **Certified SAFe 6 Agilist**.

2024 Scaled Agile, Inc. – **Certified SAFe 6 Lean Portfolio Manager**

2024 **PMI Agile Certified Practitioner (PMI-ACP)**[®]

2024 Coursera – **Google AI Essentials Certificate**

2024 Coursera – **Google Prompting Essentials Certificate**

TEACHING

2011: External lecturer in "Innovation", Aarhus University

2008: External lecturer in "Innovation" and "Marketing & Strategy", Aarhus University

2001: **Scolarstipendium** (Scholarship) Awarded, Aarhus University

1999-2003. **Teaching Assistant**, "IT & Statistics" and "Markets, Production and Business Strategy", Aarhus University

A O B

2023 Danish Masters Champion (800m). Passion for tango, running, songwriting, freestyling, breathwork and meditation.

2014 - 2022: National Industry Expert and Delegate, ISO & CEN

2012-2014 in Singapore as an expat

2004: Visiting Ph.D. at IESE Business

School, Barcelona

1992-1996 4 Year Team Danmark High School Program

Danish with Roots in Egypt and Finland

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