

# HESHAM MORTEN GABR

Unlocking Creativity & Strategic Clarity | Driving Innovation for Sustainable Growth



## RESUME

Experienced Innovation & Strategy Facilitator with a Ph.D. in Business Administration. I specialize in transforming strategic insights into actionable plans, driving sustainable growth, and facilitating impactful change. Proven track record across executive leadership, global businesses, and creative industries. I unlock creativity and deliver strategic clarity to achieve measurable outcomes.

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

## AREAS OF EXPERTISE

- **Innovation Coaching & Facilitation (Signature Expertise):** Unlocking creative potential and enhancing team performance to drive sustained innovation.
- **Strategic Development & Transformation:** Crafting growth strategies, integrating sustainability, and executing M&A initiatives to achieve business impact.
- **Strategic Execution Leadership:** Coordinating complex portfolios, programs, and projects to deliver strategic objectives and measurable outcomes.
- **Generative AI & Technology Integration:** Leveraging AI tools and principles to enhance strategic clarity, innovation processes, and creative problem-solving.
- **Sustainability Integration:** Embedding sustainability into core strategies to drive long-term value and growth.
- **Leadership Influence & Advocacy:** Aligning teams, engaging stakeholders, and shaping decisions through strategic communication and advocacy.

## PROFESSIONAL EXPERIENCE



### EMPLOYED:

**Corporate Sustainability Director**, Multi-Wing Group.

Feb 2022 - Aug 2022

- Developed Multi-Wing's first sustainability strategy Integrated sustainability into the core business strategy, aligning long-term goals with organizational values.
- Actively supported BCG-led efforts to shape the next Corporate Strategy, contributing to daily follow-ups, content sessions, and steering committee discussions.

**Chief Strategy Officer**, Multi-Wing Group.

Feb 2011 - Feb 2022

- Drove **200% growth in turnover and EBITDA** from 2009 to 2022 by leading global Corporate Strategy and Planning and aligning initiatives across the organization.
- Led strategy execution across multiple planning cycles (2009–2025), delivering value realization through key initiatives, including EFLOW, CUSTOMFAN, and DC Fans, which advanced innovation and market leadership.
- Played a pivotal role in a Core Team that launched an internal start-up initiative to move up the value chain—a growth area later confirmed as critical for the company's future by both McKinsey and BCG.
- Managed the internal transaction process for the successful sale to Altor Equity Partners, facilitating a smooth transition.
- Directed global advocacy efforts, securing favorable regulatory outcomes that supported strategic goals and business growth.

**Business Development Manager**, Multi-Wing Group.

Feb 2010 - Feb 2011

- Established and implemented the corporate planning cycle for the HQ in Denmark, creating structure and alignment across strategic activities.
- Organized and facilitated weekly status meetings, ensuring progress tracking and cross-functional collaboration.
- Provided strategic support to the Regional Sales Manager in Northern Europe and the Business Unit in France, contributing to regional growth initiatives and operational efficiency.

**Management Consultant**, Flensby & Partners Strategy.

June 2008 - Feb 2010

- Stepped up to lead a strategy facilitation project for Multi-Wing, assuming responsibility after a senior manager became ill, while managing student assistants and ensuring project continuity.
- Supported additional strategy projects, delivering insights and solutions to drive business outcomes.
- Designed and implemented an internal "one-page entry" knowledge platform, streamlining access to critical company processes and tools to enhance knowledge transfer and improve consulting efficiency.

**Innovation Policy Analyst**, FORA.

Oct 2005 - Feb 2008

- Contributed to the development of national innovation frameworks and policy platforms, significantly shaping national strategies to drive wealth through innovation.
- Collaborated closely with Director Jørgen Rosted (former Head of the Ministry of Business and OECD Committee Chair).



### CONSULTANT:

**Founder**, E&R.

Sep 2022 - Now

[www.exploreandreconnect.com](http://www.exploreandreconnect.com)

Launched a consultancy a consultancy specializing in strategic planning, creativity, and innovation facilitation & coaching.

**Partner**, Escape Project Professionals.

May 2024 - Now

<https://escape.company> Partnered with a community dedicated to empowering project professionals through collaboration, expertise, and innovative solutions.

## PROJECTS

**2024 | FlowState Innovation Programmes:** Facilitated sessions and 1:1 coaching using FlowState methods to unlock creativity and drive innovation.

**2024 | Strategy Workshop – Escape Company:** Successfully designed and facilitated a strategy workshop, delivering clarity and actionable outcomes for organizational growth.

**2023 | M&A Support – Euromaster (Michelin):** Managed data, planning, and stakeholder alignment for the **successful sale** of Euromaster Denmark.

**2023 | Strategy Consultant (Confidential):** Developed a **strategy roadmap** for a start-up and supported **commercial due diligence** for another company.

Cases / Testimonials available upon request.

## CERTIFICATES

**2024 | Certified SAFe 6 Agilist** – Scaled Agile, Inc.

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

**2024 | PMI Agile Certified Practitioner (PMI-ACP)** – PMI

**2024 | Google AI Essentials Certificate** – Coursera

**2024 | Google Prompting Essentials Certificate** – Coursera

**2024 | AI x Design Thinking Workshop Series** – IDEO U

## TEACHING

**2011 | External Lecturer** – "Innovation", Aarhus University

**2008 | External Lecturer** – "Innovation" and "Marketing & Strategy", Aarhus University

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

**2001 | Scholarship Recipient** – Aarhus University

## AOB

**2023 | Danish Masters Champion (800m)**

**Passions:** Tango, running, songwriting, freestyling, breathwork, and meditation.

**2014–2022 | National Industry Expert & Delegate** – ISO & CEN

**2004 | Visiting Ph.D. Scholar** – IESE Business School, Barcelona

**Background:** Danish with roots in Egypt and Finland.

[smg@exploreandreconnect.com](mailto:smg@exploreandreconnect.com)

[linkedin.com/in/shamgabr/](https://www.linkedin.com/in/shamgabr/)

Mobile: +45 28914809