

CONTACT

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BOARD INTERESTS & ROLES

- **Boards:** Public and private mid-market to large cap (North America, LATAM, EMEA)
- **Committees:** Committees Strategy & Transformation, Risk & Audit (with strong COSO/governance background, Human Capital / Culture, ESG Oversight, Special Committees for M&A, integration)

CREDENTIALS

- ESG Risks and Opportunities - University of Pennsylvania
- GenAI for Executives & Business Leaders - IBM
- Member of the Private Advisors (PDA) Association (South Florida Chapter)
- Advisory Council Member, Harvard Business Review
- Change Management Certificate, Cornell
- Executive Leadership Certificate, Cornell
- Certified Talent Optimization Consultant (Behavioral Science - The Predictive Index®)
- Chartered Management Accountant (CIMA UK) - Inactive
- BBA, ESC, affiliated to HEC Paris, France

CORE COMPETENCIES

- Corporate Governance, ESG, Risk
- Culture Alignment, Leadership
- M&A Integration & Strategic Alliances
- Cross-Border Expansion (NA, LATAM, EMEA)
- Large-scale ERP implementations
- Corporate Finance

SECTORS & LANGUAGES

Sectors: Energy & Mining, Aerospace & Aviation, Medical Devices & Manufacturing, Tech-Enabled Services, Public Sector Africa, Europe, North America, Latin America, and Australia

Languages: English (Full Professional), French (Full Professional), Spanish (Limited)

Nihad Eva Karabernou



Non-Executive Director | Strategy, Transformation, Culture & Risk

Value Proposition

I am a global transformation and governance expert with 20+ years of experience advising Fortune 500s, public entities, and mid-market companies across more than 20 countries. I bring to the boardroom a rare combination of:

- Strategic transformation and operating model expertise
- Deep governance and risk experience (including COSO-aligned frameworks)
- Proven track record in culture alignment and behavioral design
- Hands-on experience with cross-border expansion, M&A integration, and alliances

I help boards shape strategy, oversee transformation, and steward culture and risk during periods of disruption and accelerated growth.

Relevant Board-Level Experience

- **Governance & Risk – Public Sector & Listed Companies:** Implemented COSO-aligned governance frameworks for British Columbia public sector entities and Nasdaq/NYSE-listed companies, enhancing board effectiveness, independence, and risk profiles.
- **Global Transformation Oversight – Fortune 500:** Co-led a \$5.2B transformation across 120 countries, providing deep insight into the board's role in overseeing multi-year transformation, culture shifts, technology-enabled change, and cross-border risk.
- **Large-Scale Organizational Change:** Designed and executed reorganizations and amalgamations for organizations with 5,000-45,000 employees and \$1B–\$65B in revenue—experience that translates into pragmatic board challenge and support on restructuring, workforce strategy, and execution risks.
- **Cross-Border Strategy & M&A Integration:** Structured a cross-border aviation JV (Africa/Europe) under complex regulatory conditions, delivering multimillion-dollar savings; enabled \$120M in investment through entity setup and market entry in Africa for a Houston-based public company.
- **Advisory & Non-Profit Governance:** Advisory Board Member, A Diamond in the Dirt Foundation, and Harvard Business Review Advisory Council member, contributing perspectives on strategy, leadership, and organizational change.

Boardroom Strengths

Strategy & Transformation Oversight:

- Scrutinizing strategic options and transformation roadmaps
- Challenging assumptions on feasibility, capacity, and risk
- Ensuring clear value-creation, alignment, and enabling execution

Culture, Talent & Leadership:

- Bringing behavioral science into board discussions on succession, leadership team effectiveness, and culture
- Challenging management on whether culture truly supports strategy

Governance, Risk, ESG & AI:

- Designing and reviewing governance frameworks and committee mandates
- Integrating purpose, social impact, AI and risk thinking into strategic decisions
- Providing oversight on ESG topics linked to culture, stakeholders, and long-term value creation

Global & Cross-Cultural Perspective:

- Professional experience across Africa, Europe, North America, Latin America, and Australia
- Multilingual and multicultural lens on risk, opportunity, and stakeholder expectations