

CONTACT

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TARGET ROLES

- **Fractional / Interim CSO**
- **Chief Transformation Officer / Head of Business Transformation**
- **CEO & Board Strategic Advisor (strategy, culture, governance, risk)**

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

SECTORS & REGIONS

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

Regions: Africa, Europe, North America, Latin America, and Australia

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

Nihad Eva Karabernou

Fractional Chief Strategy & Transformation Officer (CSO)



Value Proposition

Award-winning transformational leader and behavioral science expert with 20+ years advising Fortune 500s, public entities, and mid-market companies across 20+ countries. As a Fractional / Interim CSO, I help CEOs and boards turn strategy into execution, translating ambitious growth, transformation, and M&A objectives into operating models, cultures, and governance systems that actually deliver.

My edge: I combine corporate finance, governance & risk, and applied behavioral design to de-risk bold moves (M&A, cross-border expansion, large-scale ERP and operating model change) while building leadership alignment and execution discipline.

Signature Outcomes

- \$5.2B global transformation across 120 countries: Co-led a multi-year global program for a Fortune 500 company, standardizing processes, aligning culture, and integrating operations and finance across 120 countries, improving decision-making speed and consistency at scale.
- Enterprise-wide reorganizations for \$1B-\$65B organizations: Designed and executed reorganizations and amalgamations for companies with 5,000-45,000 employees and \$1B-\$65B in revenue, achieving multimillion-dollar annual savings while preserving critical capabilities and talent.
- Governance & risk maturity uplift: Implemented COSO-aligned governance frameworks for British Columbia public sector entities and Nasdaq/NYSE-listed companies, enhancing board effectiveness, independence, and enterprise risk profiles.
- Cross-border strategic alliances & JVs: Structured a cross-border aviation services JV (Africa/Europe) under high-barrier regulatory regimes, delivering multimillion-dollar annual savings and improved operational resilience.
- Market entry & expansion enablement: Established exploration entities in Namibia and DRC for a Houston-based public company, enabling \$120M in investment and accelerated entry into strategic markets.
- Practice and alliance builder: Built and led Grant Thornton's Western Canada Business Transformation practice, designing an alliance strategy that catalyzed a \$20B global initiative.

Where I Add the Most Value

Strategy & Transformation:

- Corporate and business unit strategy, operating model redesign, and execution roadmaps
- Enterprise PMO setup, benefits tracking, and transformation governance
- M&A integration strategy, synergy realization, and post-merger culture alignment

Culture, Leadership & Behavioral Design:

- Culture alignment with organizational strategy and long term strategic goals using Predictive Index and behavioral data
- Executive team design, role clarity, and decision-rights optimization
- High-stakes communication and stakeholder alignment across geographies

Governance & Risk:

- Strategy-risk alignment and board-ready risk narratives (COSO/ERM)
- Integrating Data Governance, AI, HR, Finance, and Operations to enable complex transformations