

MEDIA KIT

2026

Nihad Karabernou

Award-Winning Transformational Leader

CEO | Board Member | Speaker | Podcast Host

Acquence
www.acquence.com

BIO

Board Advisor | Fortune 500 Advisor | Transformational Leader | Keynote Speaker | HBR Advisory Council | Podcast Host

Nihad is an award-winning transformational leader with a distinctive mastery at the intersection of culture and behavioral science, risk and governance, and strategy. She launched her first joint venture at 29 and became a board member at 35. She has started and scaled businesses, led high-stakes turnarounds, and advised Fortune 500 companies in 20+ countries across five continents, delivering pragmatic strategies that de-risk execution. As Founder and CEO of Acquence, a strategy consultancy serving clients across North America and the Caribbean, she helps organizations navigate complexity, align strategy and culture, and grow with confidence.



Quick Facts

- Fortune 500 Advisor
- Board Member
- Transformation, Culture and Behavioral Science Expert

Core Expertise

- Corporate Governance & Risk
- Culture & Leadership Alignment
- M&A Integration
- Global Expansions (NA, LATAM, EMEA)

Recognised & Trusted by:



Keynote or Workshop

LOW-RISK, HIGH-CONFIDENCE TRANSFORMATION

Adaptive Governance: De-Risking Growth in the Age of Exponential Change

Most transformations don't collapse because the strategy is flawed; they collapse because the human operating system wasn't built for the load. In today's volatile landscape, "move fast and break things" is no longer a responsible strategy for enterprise leaders or high-growth founders. The cost of misalignment, whether cultural, operational, or governance-related, is simply too high.

In this high-impact keynote, Nihad Karabernou reveals how today's most resilient organizations engineer alignment from the boardroom to the front line. Drawing on behavioral science, governance, and real-world global transformation experience, she shows leaders how to reduce risk while accelerating execution across complex systems. In an era of exponential change where traditional oversight is no longer enough, Nihad provides the blueprint for building board-level governance that functions as an accelerator for innovation rather than a bottleneck, while developing the cognitive resilience required for leadership teams to maintain clarity and decisive action amidst constant market turbulence.

Key Takeaways

1. **The Governance Edge:** Build board-level oversight that accelerates innovation rather than slowing it down while designing today's ethical guardrails for increased effectiveness and independence.
2. **The Alignment Audit:** Spot "quiet misalignment" before it hits your P&L by identifying the hidden friction points between executive intent and frontline reality.
3. **De-Risking Execution:** A science-backed framework ensuring strategy actually survives the middle-layer of management, turning organizational resistance into high-velocity momentum.

Details

- **Who:** Boards, CEOs, and Global Leadership Teams
- **Includes:** Pre-event discovery call and digital implementation toolkit
- **Investment:**
 - **\$5,000 - \$7,000** Virtual Engagement
 - **\$15,000** Keynote Presentation
 - **\$16,000** Half-Day Strategy Workshop
 - **\$25,000** Full-Day Strategy Session

Keynote or Workshop

THE GLOBAL PIVOT

Engineering High-Confidence Expansion in Volatile Markets

Expanding into a new market is easy. Staying there profitably is where great companies fail. With experience advising leaders across five continents and 20+ countries, Nihad breaks down the anatomy of international expansion success and the hidden pitfalls that derail promising global strategies.

This keynote isn't about logistics. It's about the intersection of corporate finance, behavioral science, cross-border operating models, cultural psychology, and regulatory readiness, based on Nihad's experience in building trust with government agencies in the context of barriers to entry. Leaders will learn how to expand with confidence, protect their global brand, and create joint ventures and growth platforms that survive local elections and adapt gracefully to local realities.

Key Takeaways

1. **Expansion Readiness:** Three signals most leaders miss before entering a new region.
2. **Culture Integration vs. Localization:** Maintain a unified global "North Star" while respecting local nuance.
3. **Governance at Scale:** Design reporting and decision-making structures that bring clarity and ensure agility.

Details

- **Who:** CEOs, Global Strategy Teams, International Division Leaders
- **Includes:** Global Expansion Readiness Toolkit
- **Investment:**
 - **\$5,000 - \$7,000** Virtual Engagement
 - **\$15,000** Keynote Presentation
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Keynote or Workshop

CULTURE AS A RISK FACTOR

Why Behavioural Science Is the New Boardroom Essential

Culture is often dismissed as "soft," yet it remains the most consequential and hardest-to-measure factor shaping organizational risk. Nihad bridges the gap between neuroscience and the balance sheet, revealing how behavioral design becomes a measurable competitive advantage during high-stakes transformations. Leaders will discover how behaviors either accelerate or derail strategic goals, and how to re-engineer their organizational strategy to support ethical decision-making.

In today's volatile landscape, risk is a fluid force that demands real-time cognitive resilience rather than static monitoring. By fostering behavioral diversity and strengthening independent oversight, organizations can transform culture into a proactive early-warning system. This keynote provides the framework to navigate uncertainty with precision, ensuring that cultural health is treated as a dynamic asset that protects the long-term integrity of the organization.

Key Takeaways

- 1. Intentional Behavioral Design:** Move beyond "soft" culture by intentionally designing for alignment, leveraging behavioral science to drive agility and resilience.
- 2. Real-Time Alignment & Monitoring:** Risk is no longer static. Identify cultural shifts early and adapt with precision in volatile environments.
- 3. Ethical Integrity at Speed:** Ensure ethics are never sacrificed for velocity. Design a culture where "doing the right thing" is the path of least resistance, even under the intense pressure of a turnaround.

Details

- **Who:** Boards, CEOs, CHROs, Transformational Leaders
- **Includes:** Behavioral Risk Audit Framework
- **Investment:**
 - **\$5,000 - \$7,000** Virtual Engagement
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PODCAST HOST



Conversations with Global Changemakers

Nihad launched her audio series, *Beyond...*, before podcasting went mainstream. *Beyond...* brings together trailblazers, scientists, entrepreneurs, and innovators who are redefining what's possible for our planet and society.

Beyond... has achieved 1,284 organic downloads across 23 episodes, without advertising. Our audience spans 52 countries and 293 cities, with most of our followers in North America (65%) and Europe (20%). Available on Apple Podcasts, Spotify, and Audible, *Beyond* proudly maintains a 5/5 rating.



Tune in to *Beyond...* on Spotify, Audible, and [Apple Podcasts](#)!

Reviews & Ratings: 5/5 on Apple Podcasts

“ Always a high quality production and a pleasure to listen. ”

“ Conversational and interactive on a salient topic, mastering change, Nihad is a world-class thinker and host. ”

Feedback & Outcomes

From commanding the stages of premier venues like the **Vancouver and Calgary Convention Centers** to facilitating intimate boardrooms of elite executive leaders, Nihad's influence spans **North America, LATAM, and the Caribbean**. She doesn't just speak; she transforms organizations, one strategy session and educational workshop at a time. Her track record includes driving results for **Fortune 500 companies and mid-market organizations**.

“ Nihad is a rare breed of strategist who brings a global, board-level lens to every engagement while remaining entirely practical, never theoretical. Known for her ability to navigate complex risk and governance without being dry, she is sharp, ethical, and surprisingly funny. Above all, Nihad possesses the unique gift of making her audience feel truly seen, ensuring that high-level insights translate into personal resonance. ”

*Sage - Grant Thornton Series
Vancouver and Calgary Convention Centers
Organizing Committee 2016 & 2017*



“ Partnering with Nihad in Guadalajara, Mexico proved transformative for our leadership team. Through expertly facilitated strategy sessions, Nihad created an energizing, high-trust environment that elevated collaboration, sharpened strategic thinking, and equipped us with actionable tools for sustained performance. The work we did together strengthened alignment, improved decision-making, and catalyzed meaningful, lasting organizational change across three continents. ”

Richard J. Torres - Director of Delivery and Retired US Brigadier General, Panzura LLC.

Let's Work Together

TO FIND OUT MORE
SCHEDULE A MEETING:



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