

SAEED AHMED

sumehra2004@gmail.com ☐ Woodstock, GA 30188 : LinkedIn: [linkedin.com/in/saeed-ahmed-41b2a8268](https://www.linkedin.com/in/saeed-ahmed-41b2a8268) : Authorized to work in the US (Immigrant Visa Holder)

HEAD OF OPERATIONS | CHIEF PEOPLE OFFICER

Transformation Architect ~ Dual Track Expertise ~ Organizational Design ~ Change Agent ~ P&L Management

A **Transformation Architect** specialized in taking raw, unstructured organizations and converting them into system-oriented, technology-driven, and high-performance enterprises. **Unique "Dual-Track" expertise:** Combining the strategic human capital lens of an **HR Business Partner** with the P&L accountability of a **CEO**. Results-oriented executive aligning human capital and business strategies to drive profitability and operational scale. Leads large-scale transformations, organizational design, and infrastructure automation. Accelerates growth by professionalizing "raw" entities into high-performance, system-oriented corporations. Proven track record in managing complex M&A integrations and driving significant revenue increases through workforce optimization—a deep passion for the 'human' side of the equation—professionalizing organizational structures so that employees can thrive and missions can be achieved.

Transformation Champion: Accelerated operational efficiency for diversified groups by implementing standardized SOPs, formal grading, and digital HRIS ecosystems. Spearheaded the total organizational overhaul for workforces of **7,000+ employees**.

Operational Partner: Fostered collaborative growth by combining the strategic lens of a people leader with the accountability of a business head. Orchestrated a **500% revenue increase** for a multi-unit division and executed rightsizing initiatives that reduced manpower costs by **17%**.

M&A & Integration Expert: Harmonized multi-company mergers under unified global grading structures. Successfully managed a strategic rightsizing project at **Heidelberg Materials** (cement industry), reducing headcount by **60%** with zero production downtime and zero labor disputes.

EXPERIENCE

MYCFO / METRO PROPERTIES LTD, Dhaka, Bangladesh | 2023 – Present *Financial consultancy and real estate/franchise development group.* **LEAD CONSULTANT (TRANSFORMATION) / COO** Directs organizational overhauls and business launches. Reports to the Board.

- **Spearheaded process engineering** for a workforce of 7,000+, redesigning supervisory ratios and KPI frameworks to drive a performance-based culture.
- **Directed US-brand launch (Menchie's)** and managed operational alignment for a **\$17M resort** and **\$4.2M restaurant chain**, ensuring 100% adherence to global brand standards.

ALESHA GROUP, Dhaka, Bangladesh | 2021 – 2021 *Diversified conglomerate spanning Agribusiness, e-commerce, and manufacturing.* **CHIEF HR OFFICER / HEAD OF AGRO OPERATIONS** Built foundational infrastructure for a rapid-growth startup environment. Reported to CEO.

- **Designed salary architecture and grading** from the ground up, establishing HR needs for a new mill facility and supply chain.
- **Optimized production output** for the Agro division by implementing innovative farming and sales techniques for a feed mill facility.

GEMCON GROUP, Dhaka, Bangladesh | 2006 – 2021 *Large-scale diversified group with 16 Strategic Business Units (SBUs).* **GROUP CHIEF HR OFFICER | CEO – MEENA SWEETS** Evolved the group into an "Employer of Choice" while managing the P&L for the Sweets division.

- **Drove 500% revenue growth** over 6 years for the Sweets division by standardizing workforce optimization and strategic brand positioning.
- **Achieved 17% reduction in manpower costs** across the group by restructuring 16 SBUs and professionalizing "raw" entities into technology-based organizations.

HEIDELBERGCEMENT (Heidelberg Materials), Dhaka, Bangladesh | 2002 – 2006 *German-based multinational building materials leader (DAX-listed).* **GENERAL MANAGER, HR & ADMINISTRATION**

- **Harmonized three merged companies** under a unified global grading structure while maintaining zero production downtime.
- **Executed strategic rightsizing** (VRS) that reduced headcount by 60% and negotiated the first-ever "Charter of Demand" with the labor union.

iDE (International Development Enterprises), Denver, USA / Dhaka, BD | 1994 – 1998 *Denver-headquartered International NGO focused on market-based social development.* **DEPUTY DIRECTOR, HR / GM PROGRAM DEVELOPMENT**

- **Directed HR strategies** that empowered marginalized entrepreneurs; awarded "**Best Manager**" (1997) for leading high-impact social development projects.

EDUCATION, RECOGNITION & AFFILIATIONS

- **Master of Business Administration (MBA)**, Finance | IBA, Dhaka University
- **Master of Science (M.Sc.)**, Chemistry | Dhaka University
- **"100 Top Global HR Mind"** – World HR Congress (2018)
- **"Rafiqul Islam Award"** – National Excellence in HR Development (2004)

PROFESSIONAL MEMBERSHIPS & NETWORKS:

- **Life Fellow**, Bangladesh Society of Human Resources Management (BSHRM)
- **Member**, IBA Club, University of Dhaka
- **Life Member**, University of Dhaka Chemistry Alumni Association
- **Life Registered Graduate**, University of Dhaka
- **Alumni Member**, Notre Dame College
- **Member**, Pan Pacific Fitness Club

TECHNICAL SKILLS: SAP HR, HRIS Digital Ecosystems, Advanced Data Analytics for Financial Modeling.