

# SAEED AHMED

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## HEAD OF OPERATIONS | CHIEF PEOPLE OFFICER

### Strategic Business Transformation ~ Organizational Design ~ M&A Integration ~ P&L Management

Performance-driven executive with 25+ years of experience aligning human capital strategy with business P&L goals. Expert in scaling mid-sized organizations through systems modernization, infrastructure automation, and operational discipline. Proven track record in leading complex workforce integrations and driving significant revenue growth through workforce optimization and professional governance.

**Transformation Leader:** Spearheaded organizational overhauls for workforces of **7,000+ employees**. Redesigned supervisory ratios and KPI frameworks to improve operational efficiency and establish performance-based cultures.

**Operations Partner:** Combined people strategy with P&L accountability to drive a **500% revenue increase** for a multi-unit division. Executed rightsizing initiatives that reduced manpower costs by **17%** while maintaining high engagement.

**M&A & Integration Expert:** Harmonized three-way company mergers under unified global standards. Executed a strategic rightsizing project at **Heidelberg Materials**, reducing headcount by **60%** with zero production downtime and zero labor disputes.

## EXPERIENCE

**MYCFO, Dhaka, Bangladesh | 2023 – Present** *Specialized financial and management consultancy serving high-growth enterprises.*

**LEAD CONSULTANT (TRANSFORMATION)** Directs organizational restructuring and governance projects for large-scale clients.

- **Redesigned organizational structures** for a workforce of 7,000+, optimizing supervisory spans and compensation models to improve bottom-line performance.
- **Modernized performance systems** by implementing data-driven KPI frameworks, resulting in a 20% improvement in management accountability.

**METRO PROPERTIES LTD. (Alesha Group), Dhaka, Bangladesh | 2022 – 2022** *Real estate development and US-based franchise operations.*

**CHIEF EXECUTIVE OFFICER** Directed the operational launch and brand alignment for US-based and local hospitality brands.

- **Launched US-franchise (Menchie's)** and managed operations for a **\$17M resort** and **\$4.2M restaurant chain**, ensuring 100% adherence to global brand standards.

- **Established operational HR standards** from the ground up, including recruitment, training, and service manuals for high-end hospitality staff.

**ALESHA GROUP, Dhaka, Bangladesh | 2021 – 2021** *Diversified conglomerate with interests in Agribusiness, E-commerce, and Manufacturing.*

#### **CHIEF HR OFFICER / HEAD OF AGRO OPERATIONS**

- **Engineered salary and grading architecture** for a startup environment; managed a new fish feed mill facility and optimized production output through innovative farming techniques.

**GEMCON GROUP, Dhaka, Bangladesh | 2006 – 2021** *Major diversified conglomerate (\$200M+ Revenue) with 16 business units and 5,000+ employees.*

**GROUP CHIEF HR OFFICER-GEMCON GROUP | CEO – MEENA SWEETS** Managed group-wide people strategy while holding full P&L accountability for the Sweets division.

- **Drove 500% revenue growth** over 6 years as CEO of the Sweets division through strategic brand positioning and workforce efficiency.
- **Achieved 17% reduction in manpower costs** across the 16-unit group by moving from manual processes to technology-driven HR systems and standardized policies.
- **Professionalized the enterprise** by designing the group's first Job Architecture and Grading System, establishing the group as a regional "Employer of Choice."

**HEIDELBERG MATERIALS (formerly HeidelbergCement), Dhaka, Bangladesh | 2002 – 2006** *German multinational building materials leader (DAX-listed); 3,000+ regional employees.*

#### **GENERAL MANAGER, HR & ADMINISTRATION**

- **Harmonized three merged companies** under a unified global structure; executed a rightsizing project (VRS) that reduced headcount by 60% with zero labor disputes.

**EKUSHEY TELEVISION (ETV), Dhaka, Bangladesh | 1999 – 2002** *Nation's first private terrestrial TV network; startup phase.*

#### **HEAD OF HR, TRAINING & ADMINISTRATION**

- **Built technical and news teams from zero**, establishing the entire HR infrastructure and service manuals for 400+ employees.

**iDE (International Development Enterprises), Denver, USA / Dhaka, BD | 1994 – 1998** *Denver-headquartered International NGO focused on sustainable market development.*

#### **DEPUTY DIRECTOR, HR / GM PROGRAM DEVELOPMENT**

- **Directed HR strategies** to empower marginalized entrepreneurs; awarded "**Best Manager**" for project excellence.

### **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 | **Life Member**, DU Chemistry Alumni Association
- **Alumni Member**, Notre Dame College | **Member**, Pan Pacific Fitness Club