

SAAD AMANULLAH KHAN

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My Equity: Improving business performance via inspired vision, cultural excellence, financial acumen, laser focused strategies and executional excellence in difficult markets with turbulent socio-political conditions.

Point of Difference:

+ General Management Experience:

- 1) **CEO of Gillette Pakistan** from 2007 to 2014: Led creation of company Vision and establishing long term Strategies. Turned around Gillette Pakistan business, led commercial innovations; fixed sales and supply chain fundamentals; drove a culture of 'can do' and 'win-win'; improved profitability and top line growth. Gillette Pakistan became the fastest growing Blades & Razor market in CEEMEA Division for 3-year straight years (CAGR 2010 to 2014 +27%). Designed an innovative trade display for local stores which was adopted to be implemented in 5 million stores globally.
- 2) **Deputy General Manager & Finance Manager of P&G Pakistan** from 1999 to 2007: Drove P&G sales from \$5 Million to \$150 Million in 8 years (CAGR +50%); acquired a Soap Plant; set up legal and external relations dept.; got laundry plant investment aligned with parent company; launched Diapers, Laundry Powder, Feminine Napkin, Colorants, and Toilet Soap categories in Pakistan. Assisted in P&G buyout of its JV partner and drove a major distributor restructuring.

+ External Influencer + Catalyst:

- 1) **Twice elected as President of American Business Council (ABC)** in 2012 & 2014, the largest single country chamber in Pakistan. Conceptualized and executed two ABC Economic Summit back to back in 2013 and 2014. Led as Chairman of Taxation & Finance Committee for ABC as well as Intellectual Property Rights Committee and CSR Committee Chairman for both ABC and OICCI. Actively involved in government lobbying at all levels and created value for private sector through extensive interaction with many government institutions.
- 2) **Have three start-ups:** Social Sector Consulting (ALAMUT Consulting), Restaurant (Big Thick Burgerz), a Video Conferencing services company (Vanguard Matrix) and OMNI Motorsports

+ HR Competencies:

Ran the P&G Pakistan Human Resources department from 1995 to 1998 in addition to my overall Finance and accounting responsibilities. Led initiative including an organizational restructuring (HPO), creating a winning culture, rolling out new benefits (upgrade car, loans, etc.), & leading company health surveys. Kept enrollment flat despite 4-time business growth.

Points of Parity:

+ Executive and Managerial Presence / Competencies: Led all Strategy Deployment sessions for P&G Pakistan from 1996 to 2006 and later in Gillette for 7 years. Recruited, trained and groomed scores of managers, many are currently in senior position in Karachi, Dubai, Singapore, Geneva, Cincinnati, etc. Lead trainer for many core courses including Leadership Development, P&G Beginning, Interviewing Skills, People Supporting People and Corporate Athlete. Active speaker on "*Power of Vision and Strategies to Turn around Businesses*" at universities/associations. Authored a book called "*It's Business, It's Personal*" focused on setting vision, coming up with strategies and organizational excellence.

+ Finance Competencies: Was Finance Manager of P&G Pakistan from 1994 through 2007. Led all Finance and Accounting departments including Financial Analysis, Sales Finance, Plant Finance, Audit, Internal Control, General Accounting and Treasury. Successfully drove launch study of 8 brands from concept to execution in market. Led a tight control environment getting all green audit scores from D&T our external auditors in the 13 years I led finance. Led all Strategy Deployment sessions for P&G Pakistan from 1996 to 2006 and later in Gillette for 7 years.

Reasons to Believe

+ Solid Track Record of results: Led P&G to grow topline at +50% CAGR over a period of 8 years; Set a vision of *Mission Dugna Tigna* in Gillette and grew topline 3.5 times in 7 years making it the fastest growing company in CEEMEA; handled complex negotiations and analysis including P&G JV buyout, P&G distributor buyout as well as consolidations, justification of Plant construction in Pakistan during one of the most turbulent economic times.

+ External Market recognition:

- 1) **Board member of Corporations:** State Life Insurance Corporations (2014 – 2018), ZIL Industries.
- 2) **Chairman of Pakistan Innovation Foundation** since 2012: Private-sector-driven and funded, donor-supported platform with focus on driving and creating an "Innovation" eco-system in Pakistan.
- 3) **Founder & ex-Chairman of South East Asia Leadership Academy** since 2013: Leading a transformational leadership "boot camp" to transform mid-level professionals using approaches by a diverse group of senior business executives.
- 4) **Board member of Public Interest Law Association of Pakistan** since 2014, President of PILAP (2014 – 2018): Driving this institution to become the #1 institution for protecting the fundamental rights of the citizens of Pakistan.
- 5) **General Secretary and Founding Board Member of I AM KARACHI** since 2015: A movement by private citizens to reclaim Karachi and bring peace and tranquility using Art, Culture, Sports and Dialogues.
- 6) **CEO of Alamut Consulting** since 2014: A multi-disciplinary impact investment management consulting firm. Core activities revolve around Impact Investing and Fund raising for Social Welfare Organizations.
- 7) **Member of advisory board of a dozen social enterprises:** EcoEnergy, Patients Aid Foundation (JPMC), AIESEC, Naya Jeevan, LettuceBee Kids, Karwan-e-Hayat, DocHers, HOPE, Agha Khan Hospital Patient Welfare Committee, LadiesFund, Society of Human Resource Management
- 8) **Conceived, led and delivered Rs. 1 billion** from USAID to the victims of Bolton Market tragedy while at ABC.

+ Formal Qualifications: Certified by Pakistan Institute to Corporate Governance (PICG); *MBA* from University of Michigan, Ann Arbor (1987); Bachelor of Engineering in *Systems Engineering* (1982) and *Computer Science Engineering* (1983) from University of Petroleum and Minerals, Dhahran, Saudi Arabia.