

FREDERIC CASAGRANDE

GLOBAL STRATEGIC LEADER | TRANSFORMING VISION INTO IMPACT

+971 50 105 8370 | frederic@casagrande.la



EXECUTIVE SUMMARY

A results-driven leader with over 25 years of expertise in Strategic Project, Program, and Portfolio Management, I have a proven track record of setting up and operating PMOs and Program Controls organizations within dynamic international environments. My extensive experience includes successfully managing mega projects, transformation initiatives, and technology implementations, such as nuclear projects, post-merger integrations, ERP deployments, infrastructure enhancements, and system integrations.

I have built and led high-performing, multicultural teams and overseen portfolios valued at billions of dollars. I have established robust Project Management and Change Management frameworks compliant with industry standards, delivered exceptional results on over 400 projects, and created project management academies that trained hundreds of professionals.

Recognized globally, I have been nominated for and won prestigious awards, including the PMO Global Alliance “*PMO Leader of the Year*” for Europe. I am passionate about fostering collaboration and achieving excellence. I thrive on challenging objectives and consistently go the extra mile to maximize shareholder value. My approach to leadership emphasizes empathy, team building, and flexibility, ensuring effective performance in fast-paced and rapidly changing environments.

KEY SKILLS

Leadership

- **Strategic Vision & Execution:** Proven ability to lead with a strategic mindset, aligning organizational goals with actionable plans to drive long-term success and sustainable growth.
- **Senior Stakeholder Management:** Expertise in engaging, influencing, and partnering with C-suite executives and board members, ensuring alignment and commitment to key initiatives.
- **Transformational Leadership:** Adept at leading large-scale organizational change, fostering a culture of innovation, resilience, and agility in dynamic, fast-paced environments.
- **Global Team Leadership:** Skilled in managing and motivating cross-functional, multicultural teams across various international locations, leveraging diversity to achieve superior performance.
- **Effective Communication:** Masterful in presenting complex ideas and strategies to diverse audiences, securing buy-in, and driving consensus among senior leaders and stakeholders.
- **Collaborative Culture Advocate:** Champion of collaboration and information sharing, breaking down silos to enhance organizational effectiveness and cohesion.

Management

- **Strategic Project Leadership:** Proven expertise in establishing and managing Project, Program & Portfolio Management Offices (PMO), developing governance frameworks, and enhancing organizational project management maturity.
- **Methodological Mastery:** Proficient in customizing & applying industry-standard methodologies (PMBOK®, Prince2®, Agile, Waterfall) to oversee complex projects, programs, and portfolios, ensuring alignment with strategic objectives.
- **Training & Development:** Recognized for designing and delivering high-impact training programs and conferences, engaging audiences of over 2000 participants, including tailored mentoring & coaching for executives.
- **Financial Acumen:** Demonstrated expertise in managing P&L responsibilities, overseeing budgets exceeding \$50 million, and driving financial performance and accountability.
- **Risk Management:** Expertise in proactively identifying, assessing, and mitigating project risks, ensuring the delivery of high-quality outcomes within scope, time, and budget constraints.
- **Change Management:** Adept at leading change management initiatives, driving successful project outcomes in dynamic and evolving environments.
- **Supplier and Contract Management:** Extensive experience in strategic supplier selection, contract negotiation, and management, optimizing procurement processes and cost efficiencies.
- **Advanced Productivity Tools:** Expert in leveraging advanced productivity tools within the Microsoft Office Suite to enhance project management efficiency and effectiveness.

WORK EXPERIENCE

Vice President, Power Capital Excellence

TAQA Distribution (UAE) – Since January 2025

Part of TAQA, the third largest utility in the world, TAQA Distribution is the Water & Electricity utility of the Emirate of Abu Dhabi.

- **Governance and Oversight:** Established and lead robust governance for transformational projects and programs across Power Operations, ensuring strategic alignment and value realization.
- **Project Excellence:** Led continuous improvement initiatives to improve the delivery of a portfolio of capital projects valued at \$320 million yearly.
- **Integrated Asset Investment Planning:** Defined the framework to ensure strategic investment delivers maximum outcomes for the organization.
- **Strategic Planning:** Collaborated with executive leadership to define and prioritize strategic initiatives, ensuring resources are allocated effectively to maximize impact.
- **Performance Monitoring:** Implemented performance metrics and dashboards to monitor project progress, identify risks, and ensure timely and successful project delivery.
- **Talent Development:** Assessed competency levels of all Project Practitioners in Power Operations, identified gaps and defined development plans for each individual.
- **Innovation Management:** Member of the Steering Committee for Research & Development, in collaboration with Khalifa University.

Strategic Portfolio Management Office (SPMO) Manager

TAQA Distribution (UAE) – September 2023 to December 2024

Part of TAQA, the third largest utility in the world, TAQA Distribution is the Water & Electricity utility of the Emirate of Abu Dhabi.

- **Governance and Oversight:** Established and lead robust governance for project, program, portfolio, and change management disciplines across the organization, ensuring strategic alignment and regulatory compliance.
- **Portfolio Management:** Prioritized and rationalized a portfolio of 54 Strategic & Transformation Projects, valued at over \$250 million, driving organizational growth and innovation.
- **Strategic Planning:** Collaborated with executive leadership to define and prioritize strategic initiatives, ensuring resources are allocated effectively to maximize impact.
- **Innovation Management:** Member of the Steering Committee for Research & Development, in collaboration with Khalifa University.
- **Performance Monitoring:** Implemented performance metrics and dashboards to monitor project progress, identify risks, and ensure timely and successful project delivery.
- **Stakeholder Engagement:** Engaged with key stakeholders, including senior executives and department heads, to ensure project alignment with business goals and stakeholder expectations.
- **Process Improvement:** Lead continuous improvement initiatives to enhance efficiency, effectiveness, and adaptability.
- **Talent Development:** Mentored and coached Project Managers and PMO staff, fostering a culture of excellence and professional growth.

Senior Enterprise Program Management Office (EPMO) Manager

ENEC Operations (UAE) – May 2016 to August 2023

Joint venture between Emirates Nuclear Energy Corporation (ENEC) and Korea Hydro & Nuclear Power (KHNP), ENEC Operations operates the first \$25 billion four-core Nuclear Power Plant in the Arab world.

- **Team Leadership:** Established a high-performing, multicultural team of experts from 9 different nationalities, fostering a collaborative and inclusive work environment.
- **Portfolio Governance:** Provided governance, oversight, and controls for a portfolio of projects valued at over \$3 billion, ensuring alignment with strategic goals and regulatory requirements.
- **Project Management Framework:** Developed a robust project management framework compliant with Nuclear Operating License requirements, enhancing project delivery and safety standards.
- **Project Delivery:** Facilitated the successful completion of over 400 projects, contributing to the timely and efficient progress of the nuclear power plant construction and operation.
- **Training and Development:** Created a PMI® Authorized Training Partner (ATP) Project Management Academy that trained over 900 personnel, elevating the project management capabilities across the organization.
- **Change Management:** Established a change management framework aligned with industry standards such as Prosci®, INPO, and WANO, ensuring smooth transitions and organizational adaptability.
- **Global Benchmarking:** Nominated for the PMO Global Alliance® "PMO Global Awards" as one of the World's Top 8 PMOs in 2019 and APAC Top 8 in 2021.
- **Award-Winning Leadership:** Winner of the PMO Global Alliance "Europe PMO Leader of the Year Award" in 2021, recognizing exceptional leadership and PMO performance.

Director of Corporate Program Management Office (PMO)

Transguard Group (UAE) – July 2014 to May 2016

The leading business support services and outsourcing provider in the MENA region.

- **PMO Transformation:** Elevated the IT Project Management Office to a successful Enterprise Program Management Office, expanding its scope and impact across the organization.
- **Risk and Change Management:** Implemented robust risk management and change management processes, enhancing project stability and predictability.
- **Project Management Academy:** Established a Project Management Academy, training 97 high potential employees and certifying 30 project managers, thereby improving the overall project management capabilities of the organization.
- **Cost Savings:** Realized 15% savings on a \$10 million portfolio through the implementation of project management best practices, optimizing resource utilization and project efficiency.
- **Organizational Growth:** Facilitated the rapid growth of the company from 27,000 employees to 45,000 employees in less than two years, supporting strategic expansion and operational scalability.

Head of Program Management Office (PMO)

Emiraje Systems (UAE) – September 2011 to July 2014

A joint venture between Emirates Advanced Investments and Airbus Defense, aimed to build a Command, Control, Communications, Computers, Intelligence, Surveillance, and Reconnaissance (C4ISR) system for the UAE Armed Forces.

- **PMO Framework Development:** Designed and deployed a comprehensive PMO framework, establishing standardized processes and ensuring effective project management practices.
- **Program Oversight:** Provided governance, oversight, and controls for a program of works valued at over \$550 million.
- **Staff Training and Development:** Mentored and coached 30 personnel to achieve PMP® certification, achieving a 100% success rate and enhancing the overall competency of the team.
- **Risk Management:** Developed a robust risk management function, overseeing a \$67 million contingency and effectively mitigating project risks.

Senior Manager, Standards & Sourcing

Abu Dhabi Airports (UAE) – July 2010 to September 2011

Operator of five airports in the United Arab Emirates.

- **Technology Standardization:** Defined the standard technology stack for all airports, ensuring consistent and efficient technology implementation across the organization.
- **Procurement and Resource Management:** Developed and streamlined processes for sourcing, procurement, and resource management, enhancing operational efficiency, including a thorough review of suppliers' performance.
- **Executive Reporting:** Designed and deployed a reporting dashboard for the CEO, providing real-time insights and improving decision-making.
- **Process Improvement:** Significantly reduced the number of pending procurement requests and improved the time to complete open requests, enhancing service delivery.
- **Cost Reduction:** Achieved substantial cost reductions through effective supplier relationship management and strategic sourcing initiatives.
- **Team Recognition:** Recognized as "*Team Member of the Year*" for 2010, acknowledging exceptional contributions and dedication to organizational goals.
- **Subject Matter Expertise:** Appointed as Subject Matter Expert on the PMO Steering Committee, providing strategic guidance and expertise on project management best practices.

Program Management Office (PMO) Director

AMER Group (Egypt) – June 2009 to June 2010

Leader in hospitality, managing & operating multiple destinations and resorts.

- **Strategic Alignment:** Aligned the project portfolio with the group's strategic objectives, ensuring all projects supported overarching business goals.
- **Oversight of Strategic Projects:** Oversaw critical strategic projects, including organizational transformation, ERP deployment, a multi-resort Inventory Management System and the establishment of a Fire Control Center.
- **Process Framework Development:** Developed and implemented the Delivery and Operations Process Framework, standardizing operations across all resorts.
- **KPI Reporting:** Designed and deployed a global standardized KPI reporting process across all resorts, enhancing performance monitoring and decision-making.
- **Leadership Mentorship:** Mentored senior leaders on project management best practices, fostering a culture of continuous improvement and operational excellence.
- **Board Engagement:** Formulated a successful strategy and secured the commitment of the Board of Directors, ensuring alignment and support for key initiatives.

Head of Project Management Office (PMO)

Universal Studios (UAE) – July 2008 to May 2009

A joint venture between NBC Universal and Dubai Holding, aimed to build the largest theme parks in the Middle East.

- **IT Strategy Development:** Defined the IT strategy by conducting comprehensive interviews with all heads of departments, ensuring alignment with organizational goals.
- **Portfolio Management:** Built and prioritized a portfolio of 107 projects, aligning them with strategic objectives and ensuring optimal resource allocation.
- **Talent Acquisition & Development:** Hired nine highly skilled PMO professionals within three months.
- **Center of Excellence:** Initiated a Project Management Center of Excellence across all Dubai Holding entities, promoting best practices and continuous improvement.
- **External Representation:** Represented Universal Studios at the Dubai Business Excellence Council.

Previous Experiences

- **Program Management Office (PMO) Director** – Interoute (Czechia) – 2007 to 2008
- **Senior Manager, Service Management** – Interoute (Czechia) – 2006 to 2007
- **Customer Service Manager** – Interoute (Switzerland) – 2006
- **Senior Project Manager** – Interoute (Switzerland) – 2005 to 2006
- **Senior Consultant** – Brainware (France) – 2003 to 2005
- **R&D Engineer** – COLT Telecommunications (Switzerland) – 2000 to 2003
- **Founder & Project Manager** – Morpheus (France) – 1997 to 2000
- **Logistics Manager** – Leroy-Merlin (France) – 1996 to 1997
- **Sales Manager** – GeHol (France) – 1995 to 1996
- **Pre-Sales Engineer** – SBEI France (France) – 1993 to 1994
- **Computer Sales Engineer** – UCA Rond-Point (France) – 1992 to 1993

PROFESSIONAL DEVELOPMENT

Education

- **M.Sc. in Management & Business** – Graduate School of Management of Strasbourg, France (2005)

Languages

- **French** (Native)
- **English** (Fluent – IELTS™ 8.5/9)

Certifications

- **PMO Certified Practitioner (PMI-PMOCP™)** – PMI® (2025)
- **Certified Change Practitioner** – Prosci® (2022)
- **Executive Coaching Diploma** – AoEC® (2021)
- **International Expert Project Management Officer (IPMO-E®)** – AIPMO® (2021)
- **ATP PMP® Instructor** – PMI® (2021)
- **Engaging Humor** – Toastmasters® (2020)
- **PMO Value Ring Certified Practitioner** – PMOGA® (2020)
- **Effective Coaching** – Toastmasters® (2019)
- **Presentation Mastery** – Toastmasters® (2019)
- **Lean Six Sigma Green Belt** (2015)
- **ITIL® V3 Foundation** (2010)
- **Project Management Professional (PMP®)** – PMI® (2007)
- **Competent Leader** – Toastmasters® (2018)
- **Competent Communicator** – Toastmasters® (2018)

Public Speaking

- **The Future of Project Management in an AI-Driven World** – Bridge PM & PMO Conference (Lithuania, 2024)
- **Workshop: Unleash Your PMO's Power with AI** – Bridge PM & PMO Conference (Lithuania, 2024)
- **Panel: AI in PMOs** – PMO Leader Annual Global Conference (Online, 2024)
- **The Strategy to Execution Gap Triangle** – Impact Summit (Online, 2024)
- **Workshop: Establishing the Value-Chain for Sustainable Benefits** – GPMF (KSA, 2024)
- **The Strategy to Execution Gap Triangle** – Project Controls Expo (UAE, 2024)

- **Strategy to Execution: Closing the Gap** – Transparent Choice (Online, 2023)
- Workshop: **How to Ensure Benefits Realization in Portfolio Decision-Making** – PMOUNCON (France, 2023)
- Moderator: **Rethinking Beliefs, Unmasking Fallacies, and Crafting Success in PMO** – PMOUNCON (France, 2023)
- **Strategy, Execution & Managing Change** – Impact Summit (Online, 2023)
- **Strategy, Execution & Managing Change** – GPMF (KSA, 2023)
- **Bridging the Strategy to Execution Gap** – Middle East Change Management Forum (KSA, 2022)
- **Shaping the Future PMO Using Digitization** – Informa Connect (Online, 2021)
- **Getting Sponsorship for Strategy Execution** – Strategy Execution Forum (Online, 2021)
- **What Does the Future Hold for Project Leaders?** – Informa Connect (Online, 2021)
- **Bridging the Strategy-to-Execution gap: the PMO at the heart of success** – The Big 5 (UAE, 2019)
- **Bridging the Strategy-to-Execution gap: the PMO at the heart of success** – PMO Trends (Online, 2019)
- **How to train your Project Managers** – The Big 5 (UAE, 2018)
- **The PMO as a vehicle for Strategy Execution** – Strategy Execution Forum (Netherlands, 2018)
- **Using Budō to win the War for Talent** – The Big 5 (UAE, 2015)
- **Features of High Performing PMOs** – PMI® PMO Symposium (Oman, 2014)
- Moderator: **All Panels** – PMI® PMO Symposium (USA, 2010)
- **Stakeholders Risk Profiling** – Project Risk Management Forum (Czechia, 2008)

Conference Organization

- Member of the Process Committee – Global Project Management Forum (KSA, 2025)
- Judge for the PMO Global Alliance PMO of the Year Award (2020)
- Member of the Scientific Committee – Dubai International Project Management Forum (UAE, 2018)
- Judge for the PMO Global Alliance PMO of the Year Award (2018)
- Member of the Scientific Committee – Dubai International Project Management Forum (UAE, 2017)
- Member of the Scientific Committee – Dubai International Project Management Forum (UAE, 2016)
- Member of the Scientific Committee – Dubai International Project Management Forum (UAE, 2015)
- After-Works Program Founder & Chair – PMI® Khaleeji Chapter (UAE, 2014)
- Conference Chair – Business Transformation Summit (UAE, 2014)
- Conference Chair – Project Management Asia (Malaysia, 2014)
- Judge, PMO of the Year Award – PMI® PMO Symposium (USA, 2013)
- Program Chair – PMI® PMO Symposium (USA, 2012)
- Program Chair – PMI® PMO Symposium (USA, 2011)

Volunteering

- Member of the PMI® PMO Global Alliance Strategic Vision Team (Since 2024)
- Member of the PMO Global Alliance Advisory Board (2022 to 2023)
- Chief Strategy Officer of the PMO Global Alliance (2021)
- Member of the PMO Global Alliance Board of Directors (2020)
- Member of the organizing committee of the PMO Global Alliance “PMOs Hacking Covid 19” (2020)
- Co-Founder & President of the Barakah Toastmasters® Club (2017 to 2021)
- Co-Founder & Vice-President of the Transguard Toastmasters® Club (2015 to 2016)
- Co-Founder & Vice President of the PMI® United Arab Emirates Chapter (2014 to 2015)
- Co-Founder & Vice President of the PMI® PMO Community of Practice (2009 to 2014)

Books

- **My Food Story** – Contributor (USDA, 2024)
- **Steak Simplified** – Contributor (Joan Tuano Rumsey, 2024)
- **The Projectless Manager** – Contributor (Peter Taylor, 2021)
- **The PMOSIG Program Management Office Handbook** – Contributor (Craig Letavec, 2009)

Hobbies & Interests

- Chef at **Smoking Beards®** and **MENA Live Fire BBQ Champion** (Since 2023)
- Martial Arts Instructor in **Bujinkan Budō Taijutsu** (10th Dan Black Belt)