

## **Nicos Timotheou**

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### **Nan Strategic Change Consultants Ltd**

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### **CAREER PROFILE**

*Results-driven international professional with 40+ years of experience in consulting, management and information & communications technology. Outstanding in consultancy for board of directors, executive management and organizational performance. Exceptional as Chief Executive Officer and as Chief Information Officer. Accomplished in mission, vision and strategy successful formulation and implementation. Instrumental in business process reengineering and information systems development. Successful non-executive director in private enterprises and NGOs. Sought after lecturer. Dedicated to developing, implementing, and participating in initiatives that benefit society.*

### **AREAS OF STRENGTH AND EXPERTISE**

- Leadership
- Process Management
- Strategic Planning & Analysis
- Visualizer & Innovator
- New Business Development
- Corporate Management
- People Management
- Sustainability
- Corporate Responsibility
- Art Supporter
- Culture Management
- Risk Management
- Business Continuity
- Values & Ethics
- Philanthropy

### **PROFESSIONAL EXPERIENCE**

#### **RedMax Technologies Ltd**

2015 to Present

##### ***Consultant to the CEO***

Assisting in raising corporate effectiveness and efficiency.

##### ***Key Accomplishments:***

- Consulting for
  - the improvement of the process of tendering.

#### **Cyprus Business Angels Network Ltd (CyBAN)**

2015 to Present

##### ***Chairman of the Board of Directors***

Support, intermediate and catalyze the financing of innovative start-ups. Support, coach and mentor young entrepreneurs in preparing and presenting their business plans to potential investors.

##### ***Key Accomplishments:***

- Met 2015 business plan financing
- Helped finalize CyBAN's 'Capital Impact', an ultra-modern start-ups business centre
- Attract start-up funding
- Participate and support in start-up applications for public subsidies.

## PROFESSIONAL EXPERIENCE CONTINUED

### **Cablenet Communications Ltd**

2012 to Present

#### ***Consultant to the CEO & to the Management Committee***

Assisted in raising corporate effectiveness and efficiency and in significantly increasing market penetration.

#### ***Key Accomplishments:***

- Consulted successfully for
  - the improvement of process management and reengineering, and customer service improvement
  - increasing market penetration
  - improving the operation of the Management Committee
- Coached the top and line managers in modern management theory and practice.

### **Consultant to CEO & Board Member, Unicars Ltd**

2008 to Jan 2016

#### ***Consultant to CEO and Non-executive Member of the Board***

Assisted in raising corporate effectiveness and efficiency, and in achieving very high market penetration

Consulted for the improvement of the board performance

#### ***Key Accomplishments:***

- Consulted successfully for
  - cost reduction
  - improving process management and reengineering, and customer service
  - reorganization
  - increasing market penetration
  - improving the operation of the Board of Directors
- Participated actively in the Board operation
- Participated actively in recruiting senior executives

### **Consultant to the MD of Logicom Public Company**

2008 to 2012

#### ***Strategy consultant***

Assisted in formulating an innovative ambitious strategy of this major Cypriot technology company with presence in many Middle East, Arabic Gulf and South European countries

#### ***Key Accomplishments:***

- Consulted successfully for
  - the strategic expansion in new technology sectors
  - the strategic expansion in new markets
  - improving management practice

### **NAN Strategic Change Consultants Ltd**

2007 to Present

#### ***Owner, Director & Managing Consultant***

Consulted small and medium companies (of less than 500 employees) in management, information and communications technology, process management and strategic planning. Coached senior personnel of big international organizations.

#### ***Key Accomplishments:***

- Helped a number of SMEs formulate a successful survival and sustainability strategy
- Coached senior staff of big international companies acquire the skill of marketing and selling to CxOs
- Participated in the MBA Consultative Council of one of the private universities of Cyprus
- Coached a senior officers' team of the Presidency of the Cyprus Republic in management, process management, e-Government and eServices.
- Carried out on behalf of the University of Cyprus a study for the establishment of a modern highly productive Institute for Research and Innovation with the status of a subsidiary non-profit entity

## PROFESSIONAL EXPERIENCE CONTINUED

### **Cyprus Telecommunications Authority (CYTA) 1998 - 2007**

#### ***Chief Executive Officer***

Led successfully CYTA, a full spectrum telecoms operator offering wholesale and retail fixed and mobile, narrow and broadband voice, data and internet electronic communication services, Internet Protocol (IP) television/video-on-demand (VoD) and international communications facilities, as well as civil aviation technical services to the Government of the Republic of Cyprus –a stated owned organization with more than 2500 permanent and 400 temporary employees and a turnover of about half a billion euro.

#### ***Key Accomplishments:***

- Turned-around a forty year old monopolistic, monolithic, risk avert organization into a highly competitive, agile, risk taking enterprise, capable of not only surviving, but also of being successful, in a fiercely competitive, open market electronic communications environment.

### **Cyprus Telecommunications Authority (CYTA) 1996 – 1998**

#### ***Assistant and then Deputy General Manager***

In charge of various corporate divisions and the business reengineering modernization program.

#### ***Key Accomplishments:***

- Conceived and executed PROMITHEAS, a radical business (process) reengineering modernization program and DIAS (Greek for ZEUS), a customized integrated all embracing management methodology including the balanced scorecard approach at the strategic planning level, the Hoshin Kanri (policy deployment) approach at the tactical planning levels and at managing implementation, the EFQM (European Foundation for Quality Management) business excellence model for inducing continuous improvement and DEFKALION, a methodology developed for innovation management, product development and product portfolio and product management
- Led a major corporate strategy revision, resulting in the TIMES (Telecoms, IT, Multimedia, Entertainment and Security) strategy including a “quadruple-play” product portfolio
- Developed a process-based corporate organization structure
- Catalyzed CYTA’s joining the Vodafone Partner Network, achieving access to Vodafone’s broad services specifications and hosting capabilities and the license to double branding its mobile services.

### **Cyprus Telecommunications Authority (CYTA) 1987 – 1995**

#### ***Director Information Technology and Systems***

In charge of the Information Systems Division

#### ***Key Accomplishments:***

- Managed the development and implemented successfully CYTA’s first fully fledged Information Systems Strategy, aiming at reengineering and automating the core business processes and raising drastically productivity
- Led the automation of all core and support corporate processes and managed to maintain the corporate manpower level while the network capacity and the customer base increased dramatically

### **Cyprus Telecommunications Authority (CYTA) 1983 – 1987**

#### ***Section Head, Special Studies***

In charge of carrying out ad hoc studies for solving difficult organizational & technical problems

#### ***Key Accomplishments:***

- Instrumental in automating business planning and budget formulation, implementation, co-ordination and follow-up, thus raising significantly its effectiveness and efficiency
- Carried out ad hoc studies on various telecommunications issues and processes raising effectiveness and efficiency

## PROFESSIONAL EXPERIENCE CONTINUED

- Cyprus Telecommunications Authority (CYTA)** 1973 – 1983  
*Engineer & Section Head, Switching Systems Installations*  
 In charge of the installation of telecoms switching systems all over Cyprus  
*Key Accomplishments:*
- Managed the successful installation of switching systems and ancillary equipment with increasing responsibility achieving high productivity
  - Commissioned in Japan and installed successfully in Cyprus one of the first computerized international switch accounting systems.

## DIRECTORSHIPS

- |   |                |
|---|----------------|
| <b>Chairman, Board of Directors, CYBAN Ltd</b>                                      | 2015 – Present |
| <b>Member, Board of Directors, Unicars Ltd</b>                                      | 2008 – 2016    |
| <b>Member, Board of Directors, Cyprus Association of Directors</b>                  | 2008 – 2009    |
| <b>Member, Board of Councilors Integrated Media Systems Center (IMSC), USC, USA</b> | 1998 – 2006    |
| <b>Member, Board of Directors, University of Cyprus</b>                             | 2003 – 2007    |
| <b>Chair, University of Cyprus Campus Development Board Committee</b>               | 2003 – 2007    |
| <b>Member, Board of Directors, Digimed Communications Limited</b>                   | 1998 – 2002    |
| <b>Member, Board of Directors, IRIS Satellite Comms Services</b>                    | 1998 - 2002    |
| <b>Member, Board of Directors, BesTel Communications Services</b>                   | 1999 – 2003    |
| <b>Chairman, Local Section IEEE</b>   | 2000 – 2003    |
| <b>Member and Secretary, Cyprus Professional Engineers Association Board</b>        | 1978 – 1986    |

## EXTRA PROFESSIONAL ACTIVITIES

- Association of the Friends of Fine Arts** 2014 to Present  
*Board Member, Secretary*  
 Instrumental in the revival of the Association and the acquisition, renovation and furnishing of a 200+ sqm multi-purpose gallery and in organizing and sponsoring various fine arts events  
*Key Accomplishments:*
- Enabled the 2014 and 2015 business plan, budgeting and funding
  - Sponsored the first 2015 Sculpture-in-Cyprus workshop
- European Business Ethics Network - Cyprus Institution** 2011 to Present  
*Chairman of the Board*  
 Participated at the establishment of the Institute and headed its inaugural events with great success. He continued leading the Institute during the recent financial crisis  
*Key Accomplishments:*
- Lectured and raised awareness for the positive impact of effectively managing corporate culture on the basis of corporate values and business ethics codes
  - Lectured widely on the best theory and practice of leadership and management
  - Participated in successfully organizing lectures and seminars on business ethics

## OLDER CONSULTANCY ASSIGNMENTS

<b>Cyprus Ports Authority</b>	1989 –1990
<i>Selection of Consultants for the development of an Information Systems Strategy</i>	
<b>Water Board Limassol</b>	1993 –1995
<i>Quality Assurance of the IS Strategy and Application Software Specification for Water Management</i>	
<i>Selection of an Integrated Application Suite for Water Management</i>	
<i>Quality Assurance of the implementation of an Integrated Applications Suite for Water Management</i>	
<b>The Government of Cyprus</b>	
<i>Member of the Ad hoc Committee for the Formulation of the Cyprus Information Society Strategy and the Euro-Mediterranean Co-operation</i>	
	1996 – 1998
<i>Member of the Executive Board for the Computerization of the Cyprus Public Service</i>	
	1990 – 1996
<b>The European Telecom Operators Informatics Services (ETIS) Foundation</b>	1993 –1996
<i>Founding member and independent consultant for the ‘ETIS Information Network Establishment’</i>	

## ACADEMIC AND PROFESSIONAL ACTIVITIES

### LECTURES & SEMINARS

<b>Delivered lectures and seminars on the following subjects</b>	1987 - Present
<i>The Modern Leader and Manager</i>	
<i>The Board of Directors, its Chairman and his Relations with the CEO</i>	
<i>Business Ethics and Codes of Ethics</i>	
<i>Corporate Governance &amp; Social Responsibility</i>	
<i>Innovation Management</i>	
<i>Business (Process) Reengineering</i>	
<i>Information technology</i>	
<i>Information system strategies and development methodologies</i>	
<i>Electronic communications, convergence and new generation networks</i>	
<i>Invited scholar to the Cyprus University Computer Science Dept (Information Systems Development Strategy &amp; Methodology)</i>	Winter Semester 1995 – 1996

## PROFESSIONAL LEARNED SOCIETY AFFILIATIONS

<b>Cyprus Scientific &amp; Technical Chamber</b> <i>Member</i>	1992 – Present
<b>Cyprus Professional Engineers Association</b> <i>Member &amp; Elected member of the CPEA Council</i>	1976 – Present
<b>The Institute of Electrical and Electronics Engineers, USA</b> <i>Senior Life Member of IEEE and Member &amp; Chairman of the IEEE Cyprus Branch Council</i>	1970 – Present
<b>The Institution of Electrical Engineers, UK</b> <i>Chartered Engineer and Fellow of the Institution of Electrical Engineers</i>	1976 – 2003
<b>The Institute of Management, UK</b> <i>Member of the Institute of Management</i>	1976 – 2004

## EDUCATION

*Diplom Electrical & Mechanical Engineer, National Technical University of Athens, Greece (1967-1972)*  
*Diploma in Scientific Industrial Management, College of Arts and Science, Nicosia, Cyprus (1973-1975)*  
*Certificate in Advanced Telecommunications Techniques, Deutsche Telekom (1976-1977)*

*Finance and Accounting, Productivity Centre, Cyprus Government (1975-1976)*  
*Management Development, Ashridge College, UK (1980)*  
*Executive Management Development, Cranfield School of Management, Cranfield, UK (1987)*  
*Information Systems Development Management, Cranfield School of Management, Cranfield, UK (1987)*  
*Business Reengineering, Dr Michael Hammer Seminars, USA (1995-1996)*

## LANGUAGES

*Excellent in (mother tongue) Greek*  
*Very good in English*  
*Working level in German*  
*Fair level in French*