

Prof. Leo HO (何承晓教授)
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EXECUTIVE SUMMARY

Retired-Executive-turn-professor, Start-up Investor and Adjunct Professor with more than 30+ years of overall hands-on management experience in Information Communication Technology / Engineering / Industrial Automation organizations in Asia Pacific.

- Experience and thrill as serial entrepreneurs - startup investors, corporate problem-solver, and adventurer in endeavoring new operational challenges/assignments
- Passion in building higher performance organization thru development of talents; and involve in academic work as speaker and professor
- Rich hands-on experience in functions – sales (direct / channel), marketing, Service / Tech support, manufacturing, strategic business development, re-engineering, merge acquisition & integration, general management, training and human resources corporate functions
- Result-driven Mentality - Proven record in achieve sales and profit goals – 200+ direct reporting and 100+ distributors – awards for top business performance; and one of the founders of Liebert / Emerson Network Power Asia Pacific Training Academy.
- Team-building leader with strong people-focus mindset - demonstrated successes in build/rebuild outstanding sales structure, sales team, and sales networks.
- Work experience in Asia Pacific / International (with expatriate assignments)
 - Asia: Beijing, Shanghai, Tianjin, Chengdu, Shenzhen, HongKong, Taiwan, Korea, Singapore, Philippines, India, and Australia;
 - International: USA, Canada, Italy, France, England, and Ireland.
- Social enterprising, and volunteer missions with animal therapy (Dr. Dog, Hong Kong Guide Dog, HKIAAI)

CAREER ASPIRATION

Business School Professor, Consultant, Serial entrepreneur and Investor – Organization & Leadership Development: Nurture startups, talents and future leaders to excel professionally and sustainability.

EDUCATION

- 2007-2008** Professional Diploma in Personal Financial Planning (CFP)Open University of Hong Kong
- 1998-2004** Doctor of Business Administration (DBA)
– University of South Australia, Australia.
- 1994-1996** MBA, Univ. of Southern Cross, NSW, Australia
- 1982-1984** Bachelor of Science – Computer Science and Minor in Math – Univ. of Western Ontario, Ontario, Canada (honor list)

PUBLICATION

Ho, L., (2003), Human Resources Management in Post WTO China – The Motivation of Technical Employees in Chinese Telecom Corporation Newly Acquired by an US Company, Vol 1, Page 79-91, Review of Business Research

领导力-激发组织的动力 -实践者管理手记，何承晓教授，悦悦图书（2018.8.8）
Leaders: The Energizers of Organizational Performance – Applications and Practices（2018）

PROFESSIONAL EXPERIENCE

- I. Academic - Professor / Lecturer** **2011 - Present**
- Hong Kong Baptist University - Professor of Practice, Adjunct Associate Professor
 - Adjunct Corporate Professor / Adjunct Lecturer / Guest Speaker – MBA / School of Business – Tongji University (同济大学), Shanghai University (上海大学) / Shanghai International Studies University (上海外语大学, MBA Teacher of the Year 2013), Hong Kong Polytechnic University, University of Wales (UK) – DBA and DBA Thesis supervisor, HKUSPACE
 - Core expertise (MBA / DBA courses)
 - Strategic Management
 - Organizational Behavior for Performance
 - Global Human Resources Management
 - Leadership & Innovation
 - Business Ethics and Corporate Governance
 - Corporate Finance, and Venture Capital Management
 - Cross Culture Management
 - Design Thinking for Business Innovation
 - Sustainable Growth through Mergers and Acquisition
 - Executive Management / Leadership Training Workshops

II. Professional / Commercial Experience

FLEO Venture Ltd, Hong Kong **Jan 2017 - present**

Founder and CEO

Specialize in startup seed-fund investment targeting on Material-tech, Bio-tech and Educational Industries. Manage portfolio of equity-based investments - investor and strategic business development advisors.

Strategic Partner (Investor / Advisor) **2011 - Present**

- **Medikonia (2015 – present)** - a fast-growing startup – “Makes Research Easier and Simpler” - focusing on innovative solution on Molecular Biology, Life Science, Clinical Diagnostic, Medical & DNA diagnostic equipment, and DNA substitute agencies for high-performance diagnostic process.
- **Jecurity Co. Ltd, Macau/Zhuhai (Jan 2014 – present)**
Jecurity - new start-up focusing on innovative security solutions involving both physical and IT-based security system for maximum security protection of valuables.
- **Cooledu Group, Suzhou, China (Mar 2012 – present)**
Suzhou Education Science & Technology Co. Ltd
Suzhou Chengji Business Information Science and Technology Co. Ltd
Startups - focus on e-com technology on enterprising and business intelligence data provider, and e-education platform on English language for college-entry public examinations and postgraduate entry examinations.
- **DLA Ltd, Guangzhou, China** **Jan 2012 – present**
Focus on European Fine Food and Wine – (Online and Offline) e-com platform in South China and with professional wine tasting to sommelier certification workshops.

BTS China & Asia Pacific – Singapore, Shanghai, China **May 2016 - present**

Associate Director / Management Consultant

BTS – BTS is a global business consulting firm with HQ in Sweden - specializes Corporate Strategy Transformation on people-side of strategy, helping the world leading companies, turn strategy into results. Global key clients include Coca-Cola, AT&T, SAP, GSK, Honeywell, EY, Tencent, PingAn Group, Medtronic, and etc.

Emerson Network Power Asia Pacific (Now separate listed NYSE – Vertiv - 2018)

(One of the founders in Asia Operation) **1988 – 2017 (Oct)**

- 2010 – 2017: Management Consultant (Project base contract)
- 2004 – 2010: Director & Director of Learning & Development, Ethics Officer - Asia
- 2002 - 2004: Director – Channel Group (China) – Shenzhen, China
- 1998 - 2002: Head of Operation & General Manager, China – Beijing, China
: Merge and Acquisition Committee (Leader in AP)
- 1996 - 1998: Marketing and Sales Director (North Asia) – Hong Kong
- 1993 - 1996: Regional Sales Manager, Hong Kong / China / Australia
- 1991 - 1992: Regional Operation Manager (North Asia) based on HK/Beijing
- 1988 - 1991: Overseas Sales Manager / country head of Liebert Korea & Taiwan, based Seoul, Taipei

Business: Parent Group: Emerson Electric USA (Listed in NYSEX, Fortune 500)
Network Power Group (now Vertiv) - Division of Emerson - the market leader and manufacturer of business-critical enabling system expert, specialized in Data center, and Telecom Infrastructure. Major clients include – Telecommunication Operators, Banking & Finance, Semi-Conductor, Power Plant, Hi-tech manufacturing, conglomerates / corporations, governments and military.

Chinternational Business Ltd. (CBL) – Founder 1987-1988
CEO / Chief Engineer – Based in Beijing / Hongkong / Singapore

CBL, Pioneer in IT software startup on Chinese Operating system for mini-mainframe networks. Key shareholder with Singaporean VC funded Tech start-up company, specialized in network and mini-computing application software & system development. Failed and great experience - fast track learning for next venture / career.

Cogitate Computer Software System Engineering Ltd, Hong Kong 1985-1987
Software Engineer > R&D manager > Sales Manager > Asst General Manager
(China) - Based in Beijing/Hongkong

CCSSEL, the largest **IBM** China software and system partners on IBM Mainframe (CMAP), mini & micro-PC, and distributors of AutoCAD/SPI, ESPON, Kanematsu and CIttoh (Japan), NTT & BASF (Germany), and Tandem. Main clients – banking & finance: Bank of China, Peoples Bank of China, Agriculture Bank, Construction Bank, and Ministry of Finance; Governments - Academy of Science, Ministry of Meteorology, and other government projects

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