

Luis Grincho

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With over 25 years of experience driving transformative projects and optimizing IT solutions for diverse clients, I'm a true believer that technology by itself is never a end, but a mean to achieve business objectives. Proven expertise in guiding cross-functional teams of different sizes, and a problem solver mindset is skilled in identifying needs, revising strategic plans, and implementing innovative technologies to drive operational excellence. Adept at fostering collaborative environments to achieve exceptional results.

Key Skills for the role:

Strategic Technology Leadership:

Supported corporate strategic initiatives, influencing the move to the cloud, which involves technology transformations, process changes and even different financial models.

Developed and executed comprehensive technology strategies aligned with corporate objectives.

Led digital transformation initiatives, driving innovation and scalability across organizations.

Technology Optimization & Innovation:

Implemented state-of-the-art systems (sometimes re-invented by our team) and technologies, enhancing company capabilities and providing a competitive edge.

Championed a innovation culture, fostering a culture of experimentation and driving breakthrough technological and processual advancements.

Leadership & Team Development:

Led and motivated a diverse team, emphasizing collaboration and professional development.

Instituted mentorship programs, fostering leadership growth and skill enhancement within the technology and consultancy team.

Budgeting & Cost Management:

Oversaw multi-million-dollar budgets, optimizing resource allocation for maximum ROI.

Developed projects to improve cost control, tracking and reporting for global purposes or just focused in IT (using TBM).

Stakeholder Engagement & Relationship Management:

Collaborated closely with C-suite executives and cross-functional teams, aligning initiatives with business objectives.

Cultivated strong partnerships with key stakeholders, ensuring solutions met their evolving needs.

Consultancy Leadership:

Led numerous successful consulting engagements, providing strategic direction and actionable recommendations to clients across industries.

Project & Team Management:

Directed multidisciplinary teams, ensuring project milestones were met on time and within budget,

consistently exceeding internal and external client expectations.
Worked with different methodologies like PMP, Scrum or Kanban.

Sales Management:

Cultivated enduring client and stakeholder relationships by understanding their unique challenges and delivering tailored solutions that drive business growth.

Managed and achieved multi-million Euro targets, either Software or Software & Services, either in local or multinational companies.

Partner Management

Collaborated in the expansion of the SAP Solution Extension program to a more generic Software partner program, also covering SAP Store approach.

Managed a set of different SAP partners for EMEA South region.

IT Areas of Interest and Knowledge

Operations, IT Management, IT Governance, IT Costs, Program / Project Management, Sustainability, Enterprise Architecture, Cloud Strategy, Integration / Middleware, Intelligent Automation / Business Process Management / Process Mining, Application Development, ERP and Business Intelligence

Career Highlights:

Within his leadership fostered the growth of different consultancy companies in a accelerated rhythm, with clear achievements and good financial results.

Successfully led a team in creating a solution that delivered a complex European legislation in the maritime space for a European agency, in time, budget and the expected quality.

Recognized by his peers, developed his career in a international space (EMEA South), supporting countries to achieve their targets by positioning third party tools.

Spearheaded the creation of different solutions to address the existing Sustainability (ESG) challenges, being able to close first projects locally and develop a pipeline above 16M€ ACV for 2024.

Education:

1986-1990 Bachelor Electronics and Telecommunications Engineering – I.M. Pupilos do Exército

1978-1986 High school in Colégio Militar

Certifications

2005 - ECBL – European certification in Logistics

2006 - CPM-P – International certification in Process Management

2007 - CAP – Certified trainer

2013 – PMP – Project management Professional

DETAILS

Professional Experience & Achievements

Msg global solutions, Portugal and Spain

April 2022 to January 2024

It Services and Consultancy company

Executive Vice-President and Country Manager

Launched and developed operations in Portugal and Spain (existing since 2008), including the **implementation of a first office in Madrid** and the **implementation of a Sustainability (ESG) competence center in Iberia**.

Responsible to manage existing and new customer relationships, as well as overview the existing programs with the main customers. Lead the relationship with SAP in the region and supported strategic initiatives to increase presence all over the world.

Main achievements:

- **Doubled** the number of existing direct customers, the number of consultants (21->60), and the revenue generated in the region (>6,5 M€)
- Implemented the first 3 projects in the sustainability (ESG) space for SAP and **created a pipeline above 16 M€**, to sustain the business.

SAP, EMEA South

July 2019 to March 2022

One of the biggest Software providers in the world

Solution Extensions Portfolio director

Responsible to manage and develop different software partnerships in the EMEA South region (CELONIS, MENDIX, SYNITI, UTOPIA, MSG GLOBAL SOLUTIONS, TRICENTIS, MICROFOCUS and BIG ID).

This covers **strategic planning, business development, engagement of SAP sales teams, drive sales programs, build pipeline and engage on deal support**. As a senior specialist in some of the solutions, I was many times involved in some deals, customer presentations or public events.

Managed internal programs to improve partner management, involve sales teams and track joint pipeline evolution.

During this period, **supported (or led) many multi million euros license deals** (Onprem or Cloud).

SAP, Portugal

March 2016 to June 2019

One of the biggest Software providers in the world

Head of Database & Technologies / Database & Data Management

Developed the technology area of SAP Portugal.

Managed a team of 3 sales specialists, achieving the target as well as supporting many other deal outside of his own territory. Helped to create first deals, with many new products, at the same time it was able to develop big deals with main customers.

Main Customers: EDP, GALP, Jeronimo Martins, NOS, Navigator, Secil, REN, INCM, Brisa and Amorim

e.Gen Ventures; Lisbon, Portugal

May 2015 to Nov 2015

Recently created group, provider of information services in Portugal and Europe (Nearshore)

Chief Operating Officer (co-owner of new companies)

Hired to provide turnaround leadership, develop new business opportunities and increment internal controls.

Rebuilt the shared services area and energized the sales group to produce results — providing vision, strategy and structure that the sales organization did not previously have.

Introduced 2 new companies with specialized offers:

- Driven – A service company focused in customer experience
- Outfit - A service company fully focused in developing Outsystems projects

Developed a **control framework, allowing to follow financial best practices, reduce costs, improve forecast and detect needs**.

Polarising; Lisbon, Portugal
Leading EU TIBCO consultants provider
Chief Operating Officer

Feb 2013 to May 2015

Recruited to lead the operations and make the company grow.

Led the reestablishment of formal relations with TIBCO and a repositioning of the company as service provider and a reseller of TIBCO projects, as well as complemented the offer with standard Java/Spring capabilities.

Introduced Project Management practices and methodologies, and structured a Innovation area to develop frameworks and products in the area of integration services.

Developed and implemented the marketing and sales strategy, negotiated sales contracts, partnerships locally and internationally.

- **Grew from 25 consultants to 75** in 2 years.
- **Doubled the revenue of the company** and left with contracts to finish 2015 with close to 3 times more than when it started.
- **Formally developed a strong partnership contract between TIBCO and Polarising**, facilitating the access to new technology training and achieved a preferable status for certain type of projects.

Main Customers: TIBCO, NOS, GALP, TAP, Victoria Seguros, TUI travel and Navigator

Glantt (ex-Pararede); Lisbon, Portugal

Mar 2007 to Jan 2013

One of the biggest IT Companies in Portugal, clear leader in services for the health industry

Director Consulting division

Hired to provide a turnaround leadership and reshape the consultancy business.

After a difficult start focused in recovering difficult projects and motivating the team, led the merger of some acquisitions /joint ventures in his area and helped the company to recover from a few years of negative results.

Structured a true Customer focused offer, developing new partnerships and introducing new practices and methodologies (PMO, BPM, Outsystems, Mobile developments).

Managed directly some accounts, and programs / projects, as well as developed a small sales team (2) that crossed the different lines of offer.

Introduced an innovation strategy with clear results in the maritime area, where developed a few international projects.

- **Started** with a team of **37 consultants, 2,4 M€ Revenue** with a negative EBITDA.
- With a year after year growth achieved about **10 M€ Revenue** and **15,4%** EBITDA (before holding);
- Managed of more than **170 consultants** (plus subcontractors);

Main Customers: ANF, BES, EMSA, ANA, BRISA, Fidelidade/Caixa Seguros, Advance Care, BPN, Cofidis, Grupo Nabeiro (Delta) and Vortal

Link Consulting; Lisbon, Portugal

Jun 2005 to Mar 2007

IT Services company (medium size)

Sales manager / Senior Consultant

Hired with a double role: as Senior Consultant for BPM / Enterprise Architecture approaches and as Sales manager of the area Logistics, Distribution and Retail.

- With a goal of **0,7 M€ for 2005**, overachieved with a result of **1,4 M€ of sales**.
- In the second year, with responsibilities also with accounts outside Telecom, Health, Public Administration, and Financial, achieved a result of **5,2 M€ of sales** in a company with an overall result of 13,5 M€.

Managed directly different transformation projects (as project manager) in customer in the Retail industry, as well as started improved the process management practices in some customers

Main Customers: SONAE Distribuição, CTT, Luis Simões, Grupo Sá e Grupo NSL

Atos Origin (ex-Schlumberger, ex-Sema Group); Lisbon, Portugal

Jan 2001 to Dec 2004

Big International consultancy company

Local Managing Director

Hired as the Customer Manager for the Sema Telecom Portugal, assumed the office leadership after the Sema Group Country Manager left the company. After the acquisition of SchlumbergerSema by Atos Origin, was responsible by the local integration of the 3 companies and become the Local Managing Director.

- Grew Sema Telecom revenues in the first year and a half from 0 to 2.3 M€.
- In 2002, following acquisition of Sema by Schlumberger, oversaw establishment of sales force consisting of 2 consultants to target the bank & insurance and utilities sectors. Revenues increased to 4.2 million € by the end of the year;
- In 2003, Schlumberger sold its operation in Portugal to Atos Origin. Successfully conducted the fusion of the 3 existing companies in the beginning of 2004; Managed a team of 30 consultants.

Main Customers: Optimus, Unicre, COSEC, BBVA, Santander, BPN

Other Experience

Since the beginning of my career 1990 I've worked in big companies, where I developed my skills.

Either in technical roles (from developer to project manager), either in management roles (from team lead to IT director) or finally in a marketing / sales role, those were essential years to develop my profile.

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2007 – CAP – Certified Trainer

2013 – PMP – Project management Professional

Languages

Portuguese, Spanish & English – Fluent

French - Speaking