



A seasoned Senior Manager with extensive international exposure and a proven leader in Commercial, Government, NGO/NPO, and Educational contexts, Graham has a strong track record of building high-performance teams and delivering optimized business systems. He is friendly, multilingual, analytical and organized.

An expert with High Technology, Entrepreneurship, Innovation, Project Management, Systems and Business Optimization, Graham is a busy consultant and public speaker on Fostering R&D, Exploiting Emergent Opportunities, Effectively Managing Innovation and Surviving Hyper Growth. Graham's MBA Dissertation explored decision-making. In it, he discussed and developed a model for business leaders to improve the quality of their decision-making processes.

Current Positions

Founding Partner: Remediare

[Hong Kong]

Remediare provides an innovative range of Strategy, Capital, Growth and Talent oriented services to profit, non-profit and governmental organizations.

2008 – Present

Selected Mandates:

Managing Director: Robotics Garage, Science Park

[Hong Kong]

Graham was contracted by Science Park to design and deliver the Robotics Garage, the largest Makerspace in Hong Kong. The Robotics Garage is a nexus point for robotics research and also a fully equipped fabrication facility for the 300+ tenants of Science Park. It connects Universities, SME and MNC to trade delegations from China, Europe and the USA.. In its first year of operations, the Robotics Garage supported 300 startups, held over 50 events and received over 2,000 visitors.

2016 – 2017

Special Project Leader: Ignite Innovation, Hong Kong Polytechnic University

[Hong Kong]

Graham was contracted by PolyU to lead the project that phrased and implemented a progressive and highly collaborative Innovation Ecosystem in the Innovation Tower, a new HKD700M building at the Hong Kong Polytechnic University. Ignite Innovation was designed to develop PPP models and archetypes for organizations in Hong Kong, China and Asia to emulate.

2012 – 2013

Acting Director (Sales & Marketing): Human Potential

[Hong Kong]

Human Potential is a Hong Kong headquartered psychometric firm. Graham was retained for two years by the Managing Director to address a broad portfolio of requirements. Graham first helped to double top-line sales. He then designed, and implemented two new Lines of Business. He then helped to win significant new business with AMWAY China and other global brands. He helped to identify markets and marketing strategies for HATS, a new business-oriented psychometrics tool. Finally, Graham re-implemented the distributor training system and doubled the size of the distributor network.

2010 – 2012

Acting Director (Internet Marketing): Talika

[France]

Talika is a Paris based cosmetics company that does 75% of its business in Asia online. Graham was contracted for a two year term by the Managing Director to optimize and run its eCommerce. Graham doubled sales via a multi-pronged social media engagement strategy featuring both online and offline promotions. He significantly reduced returns by re-training distribution warehouse staff in Europe, North America and Hong Kong. He optimized the loyalty program and introduced a machine learning based upselling system. Finally, he developed a real-time performance monitoring dashboard.

2009 – 2011

Acting Managing Director: Compelite

[Hong Kong]

Compelite was an integrated traditional/digital marketing firm based in Hong Kong. Graham was contracted for two years to substitute for the Managing Director. Graham quadrupled sales and halved costs. He cut project turnaround time by 40% and hired (and trained) 12 additional staff over his term. Graham personally closed over 300 deals while eliminating a crippling backlog of dozens of late projects. He reduced costs by re-negotiating existing supplier agreements or by finding better suppliers. He re-ignited defunct customer relationships, closing significant new business.

2008 – 2010

Other Positions:

Senior Vice President, Asia: Brown Capital Partners (BCP) [USA]

BCP is a New York based Merchant Banking and M&A advisory consultancy. Graham directly represented BCP in North Asia and helps to manage the South Asia office. He helped to evaluate deal flow from 12 affiliated offices, as part of the final project selection team and sat on the BCP Senior Advisory Board.

2010 – 2016

Chief Executive Officer: KEY-IN Data Solutions

[Philippines]

Backed by Everest, a Hong Kong based Private Equity firm, Graham opened a Business Process Outsourcing (BPO) firm in Manila, Philippines. The firm specialized in serving Insurance, Legal and Medical customers in Asia, North America and Europe. It grew from 13 staff to over 300 in less than three years. The private sale of the firm was completed in 2007.

2005 – 2007

Chief Information Officer: DD Industries

[Hong Kong]

DD Industries is a Hong Kong based manufacturing firm with divisions in Plastic and Printing. It was an OEM supplier to WAL-MART, Tesco, Walgreen, Safeway, Shoppers Drug Mart, Disney and Nintendo. Graham was hired by the Managing Director to modernize the Information Systems, as well as meet with key clients as the only native English speaking person in the firm. As CIO, he identified and implemented a full suite of Internet services including intranet, extranet and online HTTP based systems. He also implemented the Oracle ERP system and tele-presence systems. Finally, he developed an IT staff of 7.

2001 – 2003

Technology Architect: Bayer Canada

[Canada]

Bayer is a multi-national pharmaceutical and chemicals firm. Graham was hired to lead the modernization of all computer systems from Netware/X.25 system to TCP/IP services. Graham then led the project that implemented new ERP and CRM systems when the conversion was completed. Finally, he was the Disaster Recovery Plan Leader and delivered 99.999% uptime for all business-critical systems.

1997 – 1999

Database → Systems → Network Analyst: AstenJohnson

[Canada]

AstenJohnson is a multi-national Pulp & Paper supplier. Promoted several times, Graham was initially hired to maintain the proprietary corporate ERP system. He optimized it, reducing cycle time from 22 hours to 40 minutes. He also wrote custom software that saved the company over \$1,000,000 per year. He then converted the firm from ARCnet/Token Ring to Ethernet while migrating from NetWare to Unix. He implemented a metrics dashboard that enabled management to monitor production in real-time.

1995 – 1996

Teaching Positions

Lecturer: Hong Kong Polytechnic University (POLYU)

[Hong Kong]

Graham teaches courses on Robotics, Entrepreneurship, Project Management, Innovation Management and eCommerce at the School of Design at Hong Kong Polytechnic University. He also mentors Graduate and Undergraduate Final Year Projects, groups of between 150 to 200 students that generate 30 to 40 startups every year. Graham's students consistently win local, national and international competitions.

2012 – Present

Adjunct Professor of Practice: Gratia Christian College

[Hong Kong]

Graham teaches eCommerce and Entrepreneurship classes in the School of Business at Gratia Christian College. He also mentors student teams in terms of commercial development, intellectual property, capital and equity structures, seed, launch, N-round, pre-IPO and IPO financing.

2015 – Present

3rd Sector Involvement

Startup Mentor: M-Lab, Cocoon, Good Lab, Science Park, CyberPort

[Hong Kong]

Graham regularly organizes, hosts and/or participates in Startup-oriented events as a Subject Matter Expert, Exited Entrepreneur and Angel Investor at a variety of Hong Kong public and private incubators. He helped to deliver the first Hong Kong Startup Weekend (2012). He led the localization and delivery of the first Asia-focused Startup Leadership Program (2013 - 2014). He developed a curriculum for Entrepreneurial hopefuls to generate creative ideas and optimize their results at Startup events (2014 - 2016). He was the Treasurer of the first Makerspace in Hong Kong (2015 - 2016), and launched its Maker Monday program (2016).

Education, Certifications and Memberships

- 2016 MBA, University of Liverpool, United Kingdom
- 2014 Certificate in University Teaching, EDC, PolyU
- 2013 Introduction to University Teaching, EDC, PolyU
- 2012 Intermediate Cantonese, HKISS, Hong Kong
- 2011 Beginner Cantonese, HKISS, Hong Kong
- 2009 Harrison Assessments CORE Program (HATS), Human Potential, Hong Kong
- 2005 Chinese Certificate (Putonghua), Beijing Language and Culture University, China
- 2001 Business Certificate (MBA Core), University of British Columbia, Canada
- 2001 Caldera Linux Administrator (CLA), Provo, USA
- 2001 Caldera Linux Instructor (CLI), Provo, USA
- 1998 Master Certified Internet Security Specialist (MCISS), Vancouver, Canada
- 1998 Microsoft Certified Systems Engineer (MCSE), Vancouver, Canada
- 1998 Microsoft Certified Professional (MCP), Vancouver, Canada
- 1998 Microsoft Certified Database Administrator (MCDBA), Vancouver, Canada
- 1998 Microsoft Certified Trainer (MCT), Vancouver, Canada
- 1995 Undergraduate Degree (History/Computer Science), Concordia University, Canada

Books

- 2001 Caldera OpenLinux Workstation Administration, Caldera Press, USA: Provo.
- 2001 Caldera OpenLinux Server Administration, Caldera Press, USA: Provo.
- 2000 Migrating from Windows NT to Windows 2000, Coriolis Press, USA: Scottsdale, AZ.

Conferences and Public Appearances

- 2016 3rd Annual Future of 3D Printing In Asia (Speaker), 3D Printing Symposium, China
- 2015 2nd Annual Future of 3D Printing In Asia (Speaker), 3D Printing Symposium, China
- 2015 My Innovation Garden: Curiosity 3D (Exhibitor), CyberPort, Hong Kong,
- 2015 Exponential Futures Symposium (Keynote Speaker), Hong Kong,
- 2015 3D Printing in China (Keynote Speaker), International IT Fest 2015, Hong Kong,
- 2014 The future of 3D Printing in Asia? (Speaker), 3D Printing Symposium, Hong Kong
- 2014 Startup Weekend (Founder of HK Educational Program), Hong Kong
- 2014 Startup Weekend (Q1, Q1, Q3, Q4 Organize + Mentor), Hong Kong
- 2013 Software Freedom Day (Organizer, Keynote Speaker), Hong Kong
- 2013 Hardware Freedom Day (Organizer, Keynote Speaker), Hong Kong
- 2013 Education Freedom Day (Organizer, Keynote Speaker), Hong Kong
- 2013 Startup Weekend (Venue, Organizer, Mentor), Hong Kong
- 2013 Opportunities for Entrepreneurs and Freelancers in HK, Money Talk, RTHK, Hong Kong
- 2012 Startup Weekend (Q1, Q1, Q3, Q4 Organizer + Mentor), Hong Kong
- 2012 How to Get Started as an Angel or Micro Cap Investor, Money Talk, RTHK, Hong Kong

Languages

- English Native Speaker
- French Business Level Speaker & High School Leaving Certificate
- Mandarin Beginner - BLCU Certificate
- Cantonese Beginner - HKISS Certificate

Citizenship

- Canadian
- British

Hobbies

- Reading (History, Philosophy, Economics, Business)
- Traveling to at least one new country each year
- Learning a new skill every year