

EDUCATION

University Degrees:

Walden University, Minneapolis, MN , USA February 2011
Ph.D. in Applied Management & Decision Science – Finance/Accounting Specialization

Indiana State University, Terre Haute, IN, USA December 1997
Master of Business Administration (MBA), Concentration: Finance & Systems and Decision Sciences

Bangalore University, Bangalore, India August 1991
Bachelor of Science, Majors: Computer Science, Math and Physics

Certification/Diploma:

Leaders of Learning, HarvardX April 2020

Phi Theta Kappa & IPSLIE Certified Leadership & Ethics Instructor/Trainer June 2011

Six Sigma Black Belt Certification, Kaplan University December 2008

Certified Treasury Professional (CTP), Treasury Management Association, USA July 1997

Diploma in Banking, Institute of Bankers, Sri Lanka December 1994

Diploma in Social Work (with Rural Ed & Development emphasis), Bangalore University, India 1990

TEACHING & COACHING ACTIVITIES

Forbes Coaches Council, Member 2019 - 2023

Develop curriculum, teaching, technology integration, research, student advising, and all duties related to being a faculty member at a higher educational institution.

Southern Illinois University Carbondale 2000 – 2021

Visiting Asst. Professor – Off Campus Academic Programs – Military & Civilian Management Programs

Teach Fire Services Management and Electronic Systems Technology programs for location bound professionals.

- Fiscal Aspects & Fiscal Planning Undergraduate and Graduate
- Data Analysis and Interpretation Undergraduate and Graduate
- Organizational Leadership Undergraduate and Graduate

North Park University, Chicago 2006 – Present

Lecturer and former MBA Advisory Board Member – School of Business and Non-Profit Management

Teach mostly graduate level MBA program F2F Courses:

- Managerial Accounting/Finance Graduate, MBA
- Managerial Forecasting and Statistics Graduate, MBA
- International Business & Economics Graduate, MBA
- Ethical Leadership Graduate, MBA
- International Accounting Under Graduate

DeVry University and Keller Graduate School of Management 2011 – Present

Visiting Professor - Teach F2F & Online Courses:

- International Business Graduate MBA (500 Level)
- Organizational & Change Management Graduate MBA (500 Level)
- Business Economics Graduate MBA (500 Level)
- Accounting & Finance Courses Undergraduate & Graduate MBA (300 & 500 Level)

Continuing professional education in areas of finance and accounting to prepare students for

- Treasury and Financial Risk Management through Association of Financial Professionals (AFP)
- Management Accounting through Institute of Management Accountants (IMA)

PUBLISHING

- Henry, K. (2022). *Ennobling Business for Success*. #1 International Bestseller. <https://www.amazon.com/Ennobling-Business-Success-Inspire-Ignite-Influence-Kasthuri/dp/1735955558>
- Henry, K. (2022). *The Leadership Success Journal*. <https://www.amazon.com/Leadership-Success-Journal-Kasthuri-Henry/dp/B0BNGPXZP1>
- Henry, K., Lentz, C, et al (2022). *The Refractive Thinker®: Vol. XXI: Work-Life Balance*. #1 International Bestseller. <https://www.amazon.com/Refractive-Thinker%C2%AE-Effective-Strategies-Professional-ebook/dp/B09X3W59F2>
- Henry, K. & Hoberman, M. (2021). *The Resiliency Playbook*. #1 International Bestseller. <https://www.amazon.com/Resiliency-Playbook-Dr-Kasthuri-Henry-ebook/dp/B099QXMXRF>
- Henry, K. (2020). *Ennobled For Success: From Civil War to a US CFO*. #1 International Bestseller. <https://www.amazon.com/Ennobled-Success-Civil-War-CFO-ebook/dp/B08LCN258T>
- Henry, K. (2020). *The Gratitude Journal*. <https://www.amazon.com/Gratitude-Journal-Dr-Kasthuri-Henry/dp/1735955523>
- Henry, K. (2018). *Emerging Trends of Robotics in Accounting*. AccountEx Report, February 2. <https://www.accountexnetwork.com/blog/2018/02/emerging-trends-robotics-accounting/>
- Henry, K. (2012). *FP&A Squad: Financial Agents for Change (Cover Story)*. *Strategic Finance*, 93(4), 37-43.
- Henry, K. (2012). *Happy Together: Integrating Six Sigma with FP&A*. *AFP Exchange*, 32(2), 43-44.
- Henry, K. (2012). *Annual Editions: Human Resources 12/13 (21st Ed.)*. Grooming the Next Generation. McGraw-Hill, Unit 1. (ISBN 0073528714 / 9780073528717).
- Henry, K. (2011). *Grooming the Next Generation*. *Strategic Finance*, 92(7), 36-42.
- Henry, K. (2011). *A quantitative analysis of ethical leadership character traits and moral cognition among chief financial officer (CFO) leadership teams*. ProQuest LLC, ISBN: 1124450815 (ISBN-13: 9781124450810; ISBN: 9781124450810).
- Henry, K (2010). *What Makes an FP&A Professional?* *AFP Quarterly*, 1st Edition, September 2010.
- Henry, K. (2010). *Cost Management and Strategy*. Leading with your soul. McGraw-Hill, Chapter 1.
- Henry, K., Gordon, J., & DeYoung, R. (2009). *Is the Relationship between Capitalism and Society Parasitic or Symbiotic? The Role of Finance Leadership as Strategic Partners for Sustained Prosperity*. *Journal of American Academy of Business Cambridge*.
- Henry, K. (2009). *Leading with Your Soul: Comprehensive ethical leadership model for sustainability*. *Strategic Finance*, 90(8), 22-31.

MEDIA

Host, “Unleash your Inner Goldilocks: How to Get It Just Right”, Voice America, Empowerment Channel and YouTube Channel, [Transform with Dr. Kas Henry - YouTube](#), International Live Video Podcast Chanel focused on facilitating personal empowerment as rite of passage for economic empowerment by exploring different facets of life leading to transformational journey and shared prosperity, 2017 – Present.

BOARD EXPERIENCE

- **Board Chair**, Equip Our Kids, USA 2022 – Present. [EQuip Our Kids with Emotional Intelligence - Equip Our Kids!](#)
- **Founding Board Member and Youth Mentor**, Pure Alchemy, USA, 2017-2021.
- **President and Director of Education**, Association of Govt. Accounting/Accountability, Chicago, 2016 – 2017.
- **VP of Education**, Institute of Management Accountants Mid America Region, 2011-2013.
- **Advisory Board Member**, North Park University MBA Program 2006 – 2009.
- **Board of Director**, Treasury Management Association of Chicago 2005 – 2007.
- **Advisory Board Member** of various non-profit and for-profit start-ups.

PROFESSIONAL ASSOCIATIONS

- Association for Talent Development (ATD)
- Association of Financial Professionals (AFP)
- Treasury Management Association of Chicago (TMAC)
- Governmental Finance Officer Association (GFOA)
- Institute of Management Accountants (IMA)

AWARDS

- **Outstanding Dedication & Service for Teaching**, North Park University SBNM, 2020
- **Platinum Award and Education Award**, AGA, 2016 & 2017
- **BIBO Reflection Award for Mentorship**, 2015.
- **Lybrand National Award (for Manuscript Published) for Thought Leadership adding to the Management Accounting Body of Knowledge**, 2012, Strategic Finance for “FP&A Squad: Financial Agents for Change (Cover Story)”. *Strategic Finance*, 93(4), 37-43.
- **Leader in Excellence & Execution, University Division, 2010**: Career Education Corporation.
- **HSBC Impact Award**, 2007: Leadership in developing Financial Analysis/Mgmt Reporting systems to drive ‘One Version of Truth’.
- **Financial Executive of the Year Award**, 2006 – Honored by Institute of Management Accountants.
- **AFP 300: Senior Financial Professional Award**, 2004, 2005 & 2006.
- **Professional Pedagogy Program Teaching Award**, Indiana State University.
- **Who's Who Among America's Colleges and Universities**, Indiana State University.
- **Most Outstanding Student of the Year 1990-1991**, Bangalore University, India.
- **Most Socially Aware Student of the Year 1990 – 1991**, Bangalore University, India.

PROFESSIONAL EXPERIENCE

LancerLution Ltd, Cayo, Belize **CEO and Managing Director**

2022 – Present

- *Football Federation of Belize*: Strategy Planning Consultant and Trainer/Coach for the Leadership Team, Belmopan.
- *The Belize Trade and Investment Development Service (BELTRAIDE)*: Female Entrepreneurship Program (FEP): Business Continuity & Sustainability Component, Workshop & Training, Punta Gorda.
- *RF&G*: Principle of Indemnity Training, Webinar with Break-Out Teams.

KasHenry Inc. & Ennobled for Success Institute, Chicago, USA **President and CEO**

9/07 – Present

- Client specific management consulting engagement: Corporate Training and business consulting in the areas of Leadership Development, Financial Planning and Analysis, Governance and Risk Management, Change Management, M&A, Performance Management and Continuous Improvement.
- Public Speaking engagements at corporate events and professional conferences.
- Research and Publishing in the areas of consultation.

Berkshire Hathaway Company, Duracell Acquisition

1/16 – 6/30/21

Global Acquisition Financial/Treasury Consultant, Corporate Director of Financial Processes & Global Director of Learning & Development

- Developed the Financial/Treasury Processes related plans and coordinated it across the various countries in partnership with P&G, Marmon Group, individual country regulatory authorities and banks to enable the Global “stand-Up” of Duracell as a standalone company within Berkshire Hathaway leveraging a project management approach to facilitate the purchase of Duracell from P&G.
- Drive post-acquisition financial process simplifications, document post M&A policy and procedures, technology enabled automation, performance management and training across the Global Operations Manufacturing, Regional Commercial Segments (North America, Latin America, EIMEA and Asia) and corporate HQ.
- Develop the Global L&D Strategy, policy and procedures, manage the content development, and deliver training to meet the various needs of the international manufacturing and distribution organization with a proven brand equity. L&D Content Development range across the following key areas
 - Continuous Improvement of Manufacturing and Business Processes
 - Design Thinking, Innovation and Brand Moat
 - Emotional Intelligence, Diversity and Inclusion, and Becoming a Learning Organization
 - Finance, Accounting, Treasury, HR, Supply Chain, Order-to-Cash & Procure-to-Pay
 - Leadership Development, Coaching & Mentoring, and Effective Communication in a global multilingual Organization

Chicago Teachers Pension Fund

10/12 – 6/15

Chief Financial Officer

- Fulfilled all strategic and operational responsibilities as the Fund’s Chief Financial Officer with managing Accounting, Financial Reporting, Compliance and Pension Benefits Operations for a \$22 Billion Dollar Fund with an \$11 Billion asset base.

- Develop SOPs (Policy and Procedures) and roll-out a continuous improvement plan for driving strategic change by building empowered leaders across all levels of the organization to build a collaborative professional team.
- Implemented technology and analytics; leveraged the information to develop insights to reform Pension Law by working with educating the staffers of State of Illinois legislators to enact laws.
- Manage Board Relationship on various matters related to Accounting, Finance, Treasury and Audit.
- Effectively partner with the various employers whose employees participate in the pension plan to insure compliance with the pension laws including system development and training for pension contribution.
- Recruit high-potential young talent, train and develop a team of continuously improvement focused professionals, retain and grow the team for effective succession planning.

Career Education Corp, Hoffman Estates

7/08 – 1/11

VP, Continuous Improvement (12/09 – 1/11)

- Driving continuous improvement across University segment balancing admissions effectiveness with enterprise risk management (ERM) to deliver quality student educational experience across the full life cycle, through process re-engineering and student centric services to meet the regulatory and accreditation needs as a for-profit university.
- Developing effective processes and aligning practice to process to assure business growth through Net Promoter Score growth across the University Strategic Business Unit comprising of 21 ground institutions and 3 online institutions with 6 brands.

Sr. Director, Finance and Performance Management (7/08 – 11/09)

- Driving financial activities of a centralized corporate marketing function serving the university segment and career colleges segment encompassing 8 primary brands namely, American Intercontinental University, Colorado Technical University, International Academy of Design and Technology, Harrington College, Collins College, Brooks Institute, Le Cordon Blue, and Sanford Brown.
- Developing effective performance metrics to drive performance management balancing lifetime value, graduation, and placement.
- Develop economic rationale for new programs that demonstrate market demand, student demand, and lifetime value; help shape effective go to market strategies for the developed programs.

Hospira, Inc., Lake Forest 9/07 – 03/08

Consultant, Global Treasury and Finance

- Lead global transactional banking integration project through regional banking partner selection, process alignments and banking integration project management.
- Lead the treasury team in evaluating work load, skill match and resource development strategy.

HSBC Consumer Mortgage Lending, Prospect Heights

9/06 – 09/07

Sr. Vice President, Financial Planning & Analysis

- Lead a cross functional team in the development of a robust financial planning and analysis system to drive ‘one-version of the truth’ vision of the organization through implementation of Hyperion Essbase and reduced a 7-day close process to 4-days: HSBC Impact Award recipient for successful implementation.
- Drive process improvements to minimize analysis/reporting cycle times and develop proactive capabilities to support effective decision-making.
- Manage internal management reporting and external reporting, including audit feedback, investor meeting presentations, etc.

- Lead the team in planning processes alongside business consolidation and channel segmentation initiatives.

Aon Risk Services, Chicago

5/01-8/06

Regional CFO, Central Region Operations, (8/02 – 8/06)

Manage financial activities for a \$260 million insurance brokerage business regional operation comprising of 780 employees. The regional finance team consists of 10 financial professionals and requires the partnership with 10 office presidents to deliver operational and financial support. The multi-dimensional matrix management structure of ARS requires the regional CFO to ensure that the various national, region and local office functions such as centralized billing, regionalized syndication, nationalized sales, corporate AP, etc are all synchronized to drive the best operational and financial results.

- Develop ongoing process improvements to leverage technology in providing financial support.
- Active participation on the regional service board to bring about brokerage operational improvements.
- Drive strategic partnership across the region and implement a continued knowledge sharing professional environment.
- Training and Development of the US Teams and developing courses for Aon University Aon various Business and Risk Management topics.
- Was recognized by the industry as *Financial Executive of the Year for 2006* for the contribution made as a CFO at AON Risk Services and leading the post 9/11 disaster recovery business operation for NY out of Chicago HQ.

Financial Business Partner, National Relationship Management Operation, (5/01 – 4/02)

Manage financial activities of the national relationship management group by partnering with the managing principal. The relationship management group consisted of over 1,000 employees from NY to CA. This was the first wave of transformation for ARS and various process issues and management-reporting requirements were established in this role. The financial business partner role did not have any direct reports but required the effective partnership across the various transformed groups to bring about effective results.

- Designed and developed an in house web based revenue planning, analysis, and reporting tool (ORBIT) that has now become the brokerage firm's revenue management system across the company. ORBIT allows intranet based near real time revenue management with a direct link to the billing system. Ongoing rolling 12-month forecasting enabled by ORBIT has made the annual budgeting process easier on the operations management has enabled better decision making by creating a common platform for various views of revenue data (product view, industry view, geographic view).

IMC Global, Inc., Lake Forest

5/00 – 5/01

Finance Manager, Corporate Benefits - Analysis & Control

IMC Global is an international agricultural mining and manufacturing company with the headquarters in the Chicago. The finance manager role required managing all financial activities for the corporate benefits group ranging from health, welfare, life, disability, to 401K and pension. Providing financial analysis and recommendations for labor negotiations, RFPs for benefits provider selection were all part of this role. This role required managing a 3-member corporate finance team and partnering with corporate finance, corporate HR and filed offices.

- Continual development of corporate benefit plan alternatives, IS design and corporate wide benefits budgets.
- Develop benefit analysis tools, manage financial analysis and communicate to Sr. management team.
- Build and manage administrative process & financial/internal controls.
- Design and coordinate vendor audits.
- Manage Defined Benefits Plan Trusts & Defined Contribution Plan Trusts.

AT&T, Broadband, Chicago

12/97 – 5/00

Regional Business Operations Manager, Chicago Region, (8/98 – 5/00)

AT&T Broadband is the cable arm of AT&T (video, high-speed data and phone) and was a result of the TCI acquisition. Chicago region was the largest cable cluster in the nation spanning NW Indiana and Chicago land area. The regional business operations manager role oversaw staff of 30, including supervisors, business/warehouse operations and financial administration and partners with the local office MDs. This role was also responsible for hiring, training, supervising and evaluating staff performance. Set up and implemented policy guidelines, financial administration and audit control procedures. Communicated project proposals, strategic plans, financial/operational results and reengineering processes to Regional Vice President, senior management and staff. Managed financial operations including regional accounts payable, treasury / banking operations and financial audit.

- Developing and implementing budgets for three business units - video, data, and phone; responsible for entire region encompassing the City of Chicago, Chicago South Suburbs, and Northwestern Indiana.
- Spearheaded reorganization of business operations for City of Chicago, including serving as interim General Manager, with responsibility for overseeing:
 - Reorganization of cash and treasury functions, implementation of e-commerce & Financial EDI.
 - Centralization of treasury operations and treasury automation.
 - Implementation of digital cable and high-speed data through fiber optic network (HCF).
 - Payment center, customer relations, and treasury operations.
 - Partnering with the Call Center to drive business results leveraging real-time analytics.

Regional Finance and Budget Analyst, Chicago Region, (12/97 - 8/98)

Responsible for operational, capital, and financial efforts, including financial planning, tracking, and analysis, financial modeling, forecasting, and reporting to the Regional Vice President.

- Developed regional budgets and projections, provided sound financial recommendations and advisement.
- In charge of overseeing and implementing financial end of automated billing system conversion.
- Trained and supported business operations field managers.

Indiana State University, Department of Continuing Education

4/95 – 11/97

Financial Assistant to Dean of Continuing Education (Graduate Assistantship)

Manage financial activities of all Off-Campus & Continuing Education Programs. Reporting budgets and financial performance to the Board of Trustees and State Representatives.

- Developed automated budgeting system and managed payroll operations.
- Trained and supervised staff in budgeting, salary scheduling, and various program procedures.
- Co-taught 'effects on and interaction with business management' with technology professors.

Standard Chartered Bank, Sri Lanka

10/91 – 4/95

Responsible for diverse international trade and corporate financing operations including: letters of credit, D/P & D/A term trade, international trade settlements, bonds & guarantees, import financing/refinancing.

- Implementation of e-Commerce & Financial EDI.
- Reduced overtime by 80% and increased productivity 60% in the International Trade Finance Department.
- Promoted quickly due to recognition for leadership capabilities, with responsibility for international trade financing and treasury; positions included:

Imports Officer, International Trade Financing and Treasury Dept, Corporate Banking Division, (4/93 - 4/95).

Personal/Consumer Banking Officer, Consumer & Small Business Banking Division, (4/92 - 4/93).

Manager Trainee, (10/91 - 4/92).

Multi-Lingual | Technology Adaptable | References Furnished Upon Request