

MEHRDAD NADERI

CHIEF AI TRANSFORMATION OFFICER · CHIEF AI OFFICER · HEAD OF AI

Enterprise AI Strategy · Adoption & Operating Systems · Governance & Responsible AI · Workforce Transformation

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EXECUTIVE SUMMARY

Artificial intelligence transformation executive who turns AI ambition into measurable, governed, enterprise-wide adoption. Creator of the TenXOps AI operating system, a seven-stage method that carries organizations from strategy and market sensing through proof of value to continuous monitoring, and of the TC-MAGS framework for task-level AI evaluation, risk control, and governance. Founder and CEO of AI ventures across the GCC and Europe and advisor to 30+ organizations on AI strategy, responsible AI, and production delivery. Combines hands-on machine learning, generative AI, and data science depth with executive fluency in governance mapped to NIST AI RMF, the EU AI Act, and ISO/IEC 42001, and a track record of building AI capability at scale across more than 20 organizations.

CAREER HIGHLIGHTS

- Enterprise AI operating system.** Created TenXOps, a seven-stage adoption method published as a two-volume book series, to convert AI strategy into measurable, governed workflow change.
- Cross-industry AI leadership.** Advised 30+ organizations across six industries and six countries on AI strategy, governance, and production-ready delivery.
- Responsible AI governance.** Authored the TC-MAGS framework, mapping task-level AI decisions to NIST AI RMF, the EU AI Act, and ISO/IEC 42001.
- Capability at scale.** Delivered 19,000+ hours of AI and technology enablement across 20+ organizations, building durable internal AI competence.

CORE COMPETENCIES

AI Strategy & Transformation	Enterprise AI vision and roadmaps, operating-model design, build-vs-buy, value realization, digital transformation
Governance & Responsible AI	NIST AI RMF, EU AI Act (Regulation 2024/1689), ISO/IEC 42001, model risk, auditability, ethics and human-in-the-loop controls
Data, ML & Platform	Machine learning, deep learning, NLP, generative AI and LLMs, RAG, data strategy, MLOps and delivery
Organization & Change	Workforce reskilling, change management, capability building, executive and board communication
Leadership & Commercial	P&L and venture leadership, stakeholder and vendor management, advisory, go-to-market

SIGNATURE FRAMEWORKS & INTELLECTUAL PROPERTY

- TenXOps AI Operating System.** A seven-stage adoption loop (Market Lens, Blueprint, Reality Check, Task Radar, Roadmap, Proof Pack, Watchtower) that turns AI strategy into measurable, governed workflow change. Published as a two-volume book series.
- TC-MAGS Governance Framework.** A task-centric model for measurable AI adoption and smart governance, with readiness scoring, risk and confidence scoring, and human-in-the-loop gates, mapped to NIST AI RMF, the EU AI Act, and ISO/IEC 42001.
- Human-AI Adoption Futures and RAIA-Reskill.** A foresight-informed reskilling framework and benchmark for building workforce resilience as automation reshapes roles across emerging economies.

EXPERIENCE

Founder & Chief Executive Officer Productive Reality Technologies LLC (TenXPros / TenXOps) · Muscat, Oman	2023 - Present
- Founded and lead an AI transformation company, setting strategy, product direction, and go-to-market with a cross-functional team across six countries. - Created the TenXOps operating system and a 12-week enterprise AI adoption program that turns AI strategy into measurable, governed workflow change. - Built the TenXPros platform end to end (Next.js, Prisma, PostgreSQL), including an AI-era job-risk radar grounded in current labor-market research.	
AI Transformation Advisor Industrial Innovation Academy · Oman / GCC	2025
- Advised 31 organizations end to end on AI adoption, from strategy and governance to secure, production-ready delivery across six industries. - Translated technical complexity into board-ready roadmaps, build-vs-buy decisions, and responsible-AI controls.	
Independent AI Advisor, Expert Networks GLG & Guidepoint · Global	2025 - Present
Advise investors and senior executives on AI adoption, generative AI, and LLM strategy, with a focus on the GCC and broader Middle East market.	
Founder & Venture Lead, EMSIE Program HEC Paris · France	2024 - 2026
Led a venture selected and incubated among the top ideas at HEC Paris, taking it from concept to market validation with an international founding team.	
Founder & Chief Executive Officer Naprolity OÜ (AI Education & Consulting) · Tallinn, Estonia	2019 - Present
Direct European AI adoption and consulting initiatives, including the Deepstitude applied-AI platform, within Estonian and EU legal and startup frameworks.	
Executive Manager, Technology Organization SUPLEX Digital Institute · Tehran, Iran	2010 - 2017
Led a technology organization through its full lifecycle, directing teams of several dozen across strategy, operations, marketing, and delivery.	

- **HealthTech & MedTech.** Privacy-aware tele-rehabilitation and training platforms, computer-vision triage, and PDPL-aligned clinical workflows.
- **FinTech & Cybersecurity.** Behavioral analytics, AI-assisted defenses, and federated-learning patterns for auditable, resilient systems.
- **PropTech & GovTech.** Real-estate and public-service portals with auditable AI automation and messaging-first citizen journeys.
- **EdTech & Immersive.** Adaptive learning with AI personalization, Arabic-dialect localization, and secure student-data designs.
- **Energy, Mobility & Logistics.** Demand forecasting, fleet and charging integrations, and eligibility assistants with inventory optimization.
- **E-commerce & Marketplaces.** Ranking and recommendation pipelines, image quality and moderation, and dynamic pricing guidance.

■ SELECTED PROJECTS & PLATFORMS

- **TenXPros Learning Platform.** Built a full AI certification and lead-generation platform (Next.js, Prisma, PostgreSQL) with an AI-era job-risk radar grounded in current labor-market research.
- **Deepstitute & Naprocademy.** Founded applied-AI and collaborative learning platforms serving professional and student communities across Europe and the MENA region.
- **EduTechStars.** Created an education-technology podcast and event series featuring leading voices in education and technology.

■ TECHNICAL SKILLS

AI & Machine Learning	Python, scikit-learn, TensorFlow, Keras, machine learning, deep learning, NLP, computer vision
Generative AI	LLM application development, RAG, prompt and context engineering, AI agents, vector search and embeddings
Engineering & Platforms	REST APIs, SQL, Next.js, Prisma, PostgreSQL, cloud platforms, Git, Agile delivery

■ EDUCATION

Doctor of Education (EdD), Emerging Technologies Edgewood University	Postdoctoral Research, Business Administration Allameh Tabataba'i University (AI & workforce reskilling)
Executive MSc, Innovation & Entrepreneurship HEC Paris	MSc, Data Science University of Colorado Boulder
MSc, Management University of Huddersfield	BSc, Computer Science (Machine Learning & AI) Goldsmiths, University of London

■ CERTIFICATIONS

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| ● Digital Transformation , Dartmouth College | ● Credential of Readiness (CORE) , Harvard Business School |
| ● Leadership & Communication , Harvard University | ● Machine Learning & Deep Learning , Stanford & DeepLearning.AI |
| ● Generative AI , DeepLearning.AI | ● Supply Chain Management MicroMasters , MIT |
| ● Quantum Technology MicroMasters , Purdue University | ● Project Management Certificate , Google |

■ PUBLICATIONS & THOUGHT LEADERSHIP

- **TenXOps: The AI Operating System for Smarter Teams** (Volume II). Amazon, 2026.
- **TenXOps: The AI Strategy for Smarter Teams** (Volume I). Amazon, 2025.
- **A Task-Centric Framework for Measurable AI Adoption and Smart Governance in Organizations** (TC-MAGS). ICACT Conference, 2026.
- **Human-AI Adoption Futures: A Foresight-Informed Reskilling Framework for Non-Technical Workforces**. ITNAF Conference, 2026.
- **A Comprehensive AI and Automation Reskilling and Upskilling Framework for Job Resilience**. Postdoctoral Dissertation, Allameh Tabataba'i University.

■ SPEAKING & RECOGNITION

- **Invited Expert**, PwC Global CEO Survey and enterprise technology research panels.
- **Expert Network Member**, GLG and Guidepoint, advising on AI adoption and LLM strategy.
- **AI Ambassador**, DeepLearning.AI, and Student Ambassador, University of London.
- **Recognition Award**, AI advisory contribution for Omani startups (Industrial Innovation Academy); Microsoft Charter Member.
- **Keynote speaker** on AI and emerging technologies at startup and university forums, including the Future Cinema Startup Event and Bu-Ali Sina University.

■ LANGUAGES

English C1, Advanced	Persian Native	Arabic Pre-Intermediate
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