

Hany Abou-El-Fotouh

Chief of Staff, Head of Compliance & Group Board Secretary at CI Capital Holding

hanyfotouh@yahoo.com

Summary

A leader whose personal philosophy and values have enabled him to succeed and inspire others

Dynamic banker with 20+ years' solid experience combined with strong administrative management skills, broad exposure to operations, compliance, governance best practices and controls.

Successful at building high-performance teams and skilled at establishing operational excellence within culturally diverse environments

Engaging trainer and presenter; skilled in employing clarity, innovation, and humor to deliver effective presentations to diverse audiences at all organizational levels.

Public speaker at regional and international conferences, workshops and seminars.

Frequently featured in business websites and press

Specialties

Seasoned banker, professional trainer, expert in corporate governance, compliance, anti-money laundering, corporate management - policy writing, systems development, process mapping, central operations, coaching

Experience

Chief of Staff, Head of Compliance & Group Board Secretary at CI Capital Holding

December 2008 - Present (3 years 9 months)

As Chief of Staff, I support in enhancing the value for the shareholders of the organization. This includes strategic agenda for Group CEO, control environment which has impact on financials; cost management to ensure that there is optimization for resources as well as change management. This entails dealing with different stakeholders.

I provide oversight management to the compliance officers and I am the functional head of compliance for the Group.

CI Capital Group has diversified business lines. I oversee corporate affairs and issue corporate policies for the Group.

11 recommendations available upon request

Director Head of Policy & Corporate Affairs / Board Secretary at CI Capital Holding

December 2008 - September 2010 (1 year 10 months)

C.I. Capital Holding: With paid-up Capital EGP 580 Million, it is the investment banking arm of Commercial International Bank Egypt - the largest private Egyptian bank. The Group provides financial advisory services; merger and acquisitions; private placements; corporate restructurings; recapitalizations, and management buyouts and buy-in advisory and owns two securities brokerages subsidiaries as well as assets management company.

- Established Corporate Governance Code approved by the Board of Directors
- Introduced best practices for Board proceedings
- Managed a project for organizational restructure
- Introduced a set of compliance and corporate policies
- Provided oversight management of compliance officers
- Provided secretariat services to the Board and Board Committees

1 recommendation available upon request

FVP Corporate Governance & Compliance Group Head - Board Secretary at Arab Banking Corporation -ABC Bank Egypt

July 2007 - December 2008 (1 year 6 months)

ABC Bank – Egypt. Subsidiary of Arab Banking Corporation Group, one of the largest international banking groups in MENA region, headquartered in Bahrain with total assets of the Group US\$ 22.4bn and Shareholders' equity US\$ 2.1bn

major achievements in my current role:

- Instrumental in the bank's strategic direction, planning, development and management
- Restructured the compliance function to follow international best practices.
- Directed a team to exercise compliance risk management and render related advisory services
- Oversaw implementation of external\internal audit findings and Central Bank examination issues
- Redesigned more effective bank procedures and oversaw central procedures depository
- Designed and rolled-out compliance awareness initiatives and training
- Observer at the Audit Committee as well as membership in other Management committees

Board Secretary as well as secretary to Board Compensation Committee and Corporate Governance Committee

8 recommendations available upon request

Head of Compliance at Oman International Bank

December 2005 - June 2007 (1 year 7 months)

Oman International Bank, Muscat, Oman. 3rd largest bank in Oman with total assets US\$ 2.4bn and 87 branches in Oman, India and Paskistan .

- Developed compliance procedures and revised Corporate Governance framework to accommodate best practices
- Steered regulatory compliance at bank level including overseas branches

-Worked closely with the Board and CEO to advise on compliance and governance issues

1 recommendation available upon request

Senior Compliance Officer and Head of Compliance Training & Control. at Banque Saudi Fransi, Riyadh, K.S.A

June 2004 - December 2006 (2 years 7 months)

With a network of 75 branches and total assets US\$ 29.7bn, the bank is affiliated with Calyon Corporate & Investment Bank. It was rated among the 50 top performing listed Arab Companies by Forbes Arabia in 2006.

During my service at BSF I:

- Trained +1600 staff on anti-money laundering compliance and SAMA rules
- Fostered strong compliance culture through innovative staff and customer awareness campaigns
- Managed compliance monitoring function for diversified business segments

DEPUTY GENERAL MANAGER at United Bank of EGYpt

2003 - 2004 (1 year)

The major accomplishments includes:

- Created compliance function with robust policies and procedures in a challenging environment
- Established checklists, templates and forms for general compliance purposes. These raised the compliance standards, streamlined reporting compliance incidents and feedback.

Various management positions at HSBC Bank, Egypt

March 1985 - September 2003 (18 years 7 months)

Member of the HSBC Group. An Egyptian multinational bank with total assets US\$2.9 bn and operates through 52-branch network.

Scope of responsibility was diverse and included middle to senior management roles in Financial Control, Compliance & Internal Control and Centralized Operations Internal Audit:

- Spearheaded Services Centre responsible for processing back office and support operations
- Established Central Support Centre responsible for streamlining operational processes as well as managing the bank's accounting/MIS systems,
- Oversaw implementation and upgrade projects of core banking and MIS systems

Training Officer at SABB

March 1993 - August 1995 (2 years 6 months)

Associate of the HSBC Group with total assets \$28.4bn and operates through a network of 75 branches,

I was charged with developing multiple training programs

early career positions to management roles at HSBC Bank

March 1985 - March 1993 (8 years 1 month)

Progressed from early career positions to management roles in a number of areas including Internal Audit; Projects Coordination; Central Accounting, and Trade Finance.

Honors and Awards

Corporate Governance Officer of the Year

ACC

November 2011

Community Impact Award

Association of Certified Anti-Money Laundering Specialists (ACAMS)

November 2006

Awarded Community Impact Award in recognition for efforts to promote compliance culture in the MENA region.

Organizations

World Association of Compliance (WAC)

Honorary Chairman

Egyptian Directors & Governance Association (EDGA)

Secretary General

Skills & Expertise

Banking

Compliance

Enterprise Risk Management

AML

Policy Writing

Anti Money Laundering

Corporate Communications

Corporate Governance

Approval Process

Centralization

Process Improvement

Board Certified

Board Governance

Trade Finance

Articles

Procedure Development

Regulatory Affairs

Legal Compliance

Panel Moderator
Online Moderation
Engaging Speaker
Dynamic Trainer
Award Winner
Terrorist Financing
Team Building
Corporate Affairs
Awareness Raising

Publications

An ABC Guide to Corporate Governance for Unlisted and Small & Medium Companies

July 1, 2010

Authors: Hany Abou-El-Fotouh

The corporate governance guide includes recommendations for small and medium companies and unlisted companies which are predominantly small and medium enterprises (SME s) and family-controlled companies. This document contains a set of professional collection of guidelines and recommendations which will help business entities to optimize their future successes.

The main purpose of this document is to assist managers of companies achieve optimal, professional and constant growth. In addition, to offer a very important ethical standard for dealing with the many professional challenges encountered when managing a company.

The 10 Commandments of Good Corporate Governance in Banks

Banking Site Info February 5, 2012

Authors: Hany Abou-El-Fotouh

Due to the banking crisis of 2008, the question of how banks can protect themselves against future failures has attracted the attention of regulators, banking experts and business media. An important area is the need for better transparency, mainly regarding remuneration in the banking sector, and how boards of banks should improve their corporate governance practices to reduce the chances of a repeat of the credit crunch.

The recent publication of Central Bank of Egypt draft Code of Corporate Governance for banks marks a significant step in this process. Banks together with their respective boards should pay close attention to the corporate governance guidelines.

There are several tips and recommendations for good governance available for the board of banks. Yet, I consider the following `10 commandments` are central in establishing a sound governance regime:

Keeping Clean: How Islamic Banks Fight Money Laundering?

Authors: Hany Abou-El-Fotouh

No one can deny that money launderers may use Islamic banks as a place to clean their dirty money through the use of various financial instruments. In fact it is important to ensure that Islamic banks are well protected from being unwittingly used by money launderers. Additionally, the public at large should continue to

maintain confidence on the credibility of the Islamic financial system.

Importance of Corporate Governance for SMEs

Article base May 14, 2009

Authors: Hany Abou-El-Fotouh

There are several definitions for corporate governance. However, the most appropriate definition which is more relevant to small and medium size enterprises (SMEs) describes corporate governance as "a set of rules, regulations and structures which aim to achieve optimum performance by implementing appropriate effective methods in order to achieve the corporate objectives". In other words, corporate governance refers to internal disciplines or systems which govern the relationships among 'key players' or entities that are instrumental in the performance of the organization. Moreover, it supports the organization's sustainability on the long term and establishes responsibility and accountability.

Corporate Governance and Islamic Finance

Moslem Investor.com July 8, 2009

Authors: Hany Abou-El-Fotouh

The capital markets in most of the emerging financial markets are undertaking regulatory reforms with a view to making capital markets more attractive for domestic and foreign investments. Islamic financial institutions are taking serious initiatives to ensure higher transparency and accountability within the financial markets, particularly regarding publicly traded companies.

Non-Governmental Organizations: The Other Side of the Coin

Go Articles January 14, 2012

Authors: Hany Abou-El-Fotouh

Non-governmental organizations (NGOs), including charities originally were formed to provide aid to groups in the community that need assistance; and most are legitimate channels to help people in need or support a noble cause. However, some NGOs are frauds, which have been created to take advantage of the needy and the generous. Some misuse donors' funds to serve political agendas.

6 Features of Effective Boards in Islamic Banks

Social Politan January 17, 2012

Authors: Hany Abou-El-Fotouh

Stakeholders are now interested to understand the defects of the board of directors in exercising the fiduciary oversight responsibility. The board of an Islamic bank is no exception. If something could be considered a teachable lesson, it is how to build an effective board which can exercise proper oversight on the management of Islamic bank.

Corporate Social Responsibility in Banks; What does it mean?

Go Articles July 6, 2011

Authors: Hany Abou-El-Fotouh

Over the past few years, a rising emphasis has been placed on companies and financial institutions' Corporate Social Responsibility. But what does Corporate Social Responsibility (CSR)" mean anyway? This is indeed one of the most frequently asked questions for all those dealing with CSR matters.

CSR is also known as corporate responsibility, corporate citizenship, responsible business, sustainable responsible business (SRB), or corporate social performance. Different organizations have developed different definitions and there is large common ground between them.

ARE EGYPTIAN FOOTBALL CLUBS PERFECT FOR MONEY LAUNDERING?

Amazisen July 8, 2009

Authors: Hany Abou-El-Fotouh

Criminals are indeed using football for money laundering and tax evasion. They increasingly use huge amounts of money transfers and frequently tend to use complex accounting to make any attempt to trace origin of the money very difficult, if not impossible.

Money laundering is a process that takes illicit or “dirty” money generated from illegal activities and puts it through a cycle of transactions so that it comes out at the end as apparently legal or “clean.” In general, the money is generated from a range of criminal activities, such as drug trafficking, murder for hire, theft, robbery, embezzlement and fraud. The process conceals the true source, ownership or use of funds.

Misconceptions about Islamic Finance

Islamic Banking March 24, 2008

Authors: Hany Abou-El-Fotouh

Islamic finance is rapidly growing. It is estimated at USD 700 bn globally and expected to be USD 1.4 trillion. There are more than 300 Islamic financial institutions and Islamic windows operating globally. The major principles of Islamic finance are prohibition of all kind of interest, no financing of sinful and socially irresponsible activities as well and dealings are on contractual basis"

The Washing Machine - Fighting Money Laundering in the Middle East

Ezine Articles April 11, 2009

Authors: Hany Abou-El-Fotouh

The term "money laundering" derives from the fact that gangsters in the 1920s commingled the proceeds of their illegal operations with the basically untraceable proceeds from coin laundries operated by the ring, thus making the funds appear as if they been derived legitimately. Although the term may have started in the 20th century, the practice of disguising unlawful proceeds traces its roots back to the dawn of banking itself. For example, when the Roman Catholic Church in medieval times banned lending money at interest, financiers developed methods to get around this restriction.

Article Source: <http://EzineArticles.com/2209928>

Know Your Charity: Protect yourself from fraud and fight terrorist financing

Articles Slash May 7, 2010

Authors: Hany Abou-El-Fotouh

Charities originally were formed to provide aid to groups in the community that need assistance; and most are legitimate channels to help people in need. However, some charities are frauds that have been created to take advantage of the needy and the generous.

Lashing Interest Rates: Beyond Depositors' Agony

Al-Ahram Weekly April 7, 2010

Authors: Hany Abou-El-Fotouh

Most, if not all, countries have cut interest rates in the past six months. Egypt is not an exception. The Central Bank of Egypt (CBE) again moved to reduce the interest rates last month. This was expected since urban inflation slowed to its lowest level since August 2008. CBE decision is a clear signal to encourage lending

Languages

English	(Full professional proficiency)
Arabic	(Native or bilingual proficiency)

Certifications

Certified Director

Egyptian Institute of Directors (EIoD)

Certified Anti-Money Laundering Specialist (CAMS)

Association of Certified Anti-Money Laundering Specialists

Education

International Association of Potential, New and Sitting Members of the Board of Directors (IAMBD)

Certified Member of the Board of Directors (CMBD), 2010 - 2010

EGYPTIAN INSTITUTE OF DIRECTORS

CERTIFIED DIRECTOR, CORPORATE GOVERNANCE, 2008 - 2008

Activities and Societies: Obtained Certified Director designation - a unique certification offered by EIoD following attendance of the four parts of the board development series. Being a Certified Director establishes that the holder of this designation possess all the key information and knowledge to be an effective and dynamic board member of any board.

Association of Certified Anti-Money Laundering Specialists (ACAMS),

CAMS, ANTI-MONEY LAUNDERING, 2004 - 2004

Activities and Societies: Selected by Association of Certified Anti-Money Laundering Specialist (ACAMS), Miami, USA, to represent MENA Region at the Examination Review Task Force

Won Community Impact Award for two consecutive years

The Chartered Institute of Bankers London, U.K.

Associateship, Banking Law and Monetary Systems, 1990 - 1992

Ain Shams University

Graduate Diploma, Banking, 1987 - 1989

Activities and Societies: Graduate Diploma in Banking Studies,

The American University in Cairo

SMC, Salesmanship & Marketing Certificate, 1984 - 1985

The American University in Cairo

MAC, Modern Accounting Certificate, 1983 - 1984

King Saud University

B.A, 1977 - 1982

Honors and Awards

Community Impact Award for 2 consecutive years for promoting compliance culture in MENA region

Corporate Governance Officer of The Year - 2011

Interests

writing, reading, professional networking, cats, music, travel

Hany Abou-El-Fotouh

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21 people have recommended Hany

"Hany is one of the pioneers in the field of compliance, AML and corporate governance in the region, he also has a diversified and knowledgeable experience in retail banking, corporate and investment banking ; I have learned a lot from him and I remember that time when he expected my career path and encouraged me continuing in the field of compliance and AML."

— **Mina E.Shoukry, CAMS, CCO, Compliance Officer, HSBC Bank**, reported to Hany at CI Capital Holding

"Hany is not just a compliance manager, he is one of the professionals who founded the compliance function in Egypt. His articles and tutorial participation in compliance, AML & terrorism combat events and seminars constituted an important part of the infrastructure for the compliance in financial institutions including but not limited to banks."

— **Mohamed Khamis Madany, CAMS, Deputy General Manager. SEMS Officer, Bank of alexandria, a bank of Intesa Sanpaolo**, was with another company when working with Hany at CI Capital Holding

"I have interacted with Mr. Hany at different intervals of our careers. He's a senior executive with vast experience and knowledge of Corporate Governance related matters and I cherish the experience we share and his efforts to develop CG awareness in the Middle East"

— **Bassam Azab, Finance Expert, Corporate Governance project, IFC - International Finance Corporation**, was with another company when working with Hany at CI Capital Holding

"Don't you know Hany; ... Well qualified, well-mannered, pleasant personality, accomplished professional, wide knowledge of Compliance, rich corporate governance, Anti-Money Laundering, Islamic banking, capable thinker, credibility, reliable, sharp mind, seriousness, different articles and reports, distinguished lecturer, public speaker, corporate social responsibility and our last common fruit EDGA. Simply, Hany is pioneer in his field."

— **Samir A. Keriacos, Founder, Treasurer and Board member, Egepyian Directors and Governance Association (EDGA)**, was with another company when working with Hany at CI Capital Holding

"Mr. Hani is a well qualified person and he is pleasant to work with, knows his subject very well."

— **Ashraf Gamal**, was Hany's client

"Hany was my first manager in my banking career. I learnt a lot from Hany. He is very professional, organized, knowledgeable, experienced, skilled, achiever, excellent communication skills, strong business relationships. In fact there is a lot more of positive things to say about Hany. I was lucky to know him and work with his at an early stage in my career life."

— **Wael El Emam**, *Assistant Manager Corporate Banking, HSBC Bank Egypt*, reported to Hany at CI Capital Holding

"Hany is the Egyptian GURU in Corporate Governance"

— **Heba Darwish**, *Manager - Business Risk Services, Grant Thornton Egypt*, was with another company when working with Hany at CI Capital Holding

"Hany is a powerhouse in the area of governance. His passion about the subject and contribution to the movement toward a better governance understanding and practice is commendable."

— **Ehab Abbas**, *Founder and President, Mishkat Consulting Group (MCG)*, was with another company when working with Hany at CI Capital Holding

"I fully endorse Hany. I have consulted him numerous times and was very pleased with his work. He responds immediately. He is very knowledgeable about Corporate Governance and Anti-Money Laundering. He is up to date with current affairs and laws and regulations."

— **Lawrence Abu Hashish, Esq. CAMS**, was Hany's client

"Hany is an accomplished professional with real passion for perfection and attention to details, his wide knowledge of Compliance, corporate governance and related business best practices makes him one of the industry experts in the field. Hany's warm and decent personality encourages his colleagues, even from different business units, to ask for his opinions, views and guidance on any day-to-day issues they might face because Hany has proven to be a reliable solution-driven professional. I was lucky to have worked with Hany in two different institutions and I highly recommend him for any tasks where the above qualities are appreciated."

— **Ahmed Edwy**, *COO & Executive Director, CI Capital Holdings*, worked directly with Hany at CI Capital Holding

"“Intuitive capable thinker whose credibility surpassed those around him - he demanded huge respect” Hany is an outstanding compliance Professional and much more. Hany was an inspiration who always found time for people and lead through example, giving space for people to discover optimum solutions. He has a sharp mind and a wealth of knowledge & experience with the ability to view issues from different perspectives. I believe that Hany is one of the top references in Corporate Governance , Compliance and Controls."

— **Mohamed Samir CRMA, CICA, CIPA, CFC**, *Head Of Internal Audit - Qatar, Mashreq Bank*, worked directly with Hany at CI Capital Holding

"Mr.hany is the best manager i ever had during my business life , he is over qualified , he has the fitness , the

art of public speaking , the appreciation and the acceptance. Mr.hany keep's writing the articles and the reports in his career field as Head of Policy and Corporate Affairs he developed the normal performance for the Board Secretary and his duties he has a big role in the preparation of several reports around the corporate governance, money laundering and professional behavior, and others. He consider the discipline as a rule , he respect the others , he is aware with the fundamentals of leadership and principles of human behavior. he has the talents makes you love working with him , he is very smart , supportive , very decent and very professional. From my point of view, he is one of the person's whose burnish the company they are working for it. Mr.hany is my direct manager also he is my model. I have to admit that i learned dozens of things from him...Really, i love working with hi."

— **Hussein Saleh, LLM (2013) in Progress**, *Legal Coordinator / Board Secretary, CI Capital Holding S.E.A*, reported to Hany at CI Capital Holding

"I am one of his students, and he was the one to really make me adore the Compliance and AML function, he is a very hard worker person and he is seeking always just perfection."

— **Mohamed Golshan, CCO - CAMS**, *Compliance officer, ABC Bank*, reported to Hany at Arab Banking Corporation -ABC Bank Egypt

"Hany has always been a very good example of successful leadership in the different responsibilities he assumed with top and high performance."

— **Samar El Gazar**, *Managing Director, Solution Resources (Recruitment) & Leaders Solutions (Training)*, was a consultant or contractor to Hany at Arab Banking Corporation -ABC Bank Egypt

"Hany is one of the best speakers on compliance, corporate governance and AML topics in the region right now. His knowledge and hands on experience, not to mention his public speaking confidence makes him one of the best in the world. I am always thrilled when Hany is participating at my events as I am sure to 110% commitment from him!"

— **Joseph Ooi**, *Conference Production Manager, Marcus Evans*, was a consultant or contractor to Hany at Arab Banking Corporation -ABC Bank Egypt

"Hany is a highly oriented Good Governance and Chief Compliance Officer, well reputed and a pioneer in his field, awarded more than once for recognized numerous contributions as a worldwide AML/CFT Speaker, Trainer and intervention at the international regulatory platform, he is a colleague and a dear friend of mine, and I do recommend him highly"

— **Bachir Al-Nakib**, *Founder - Managing Partner, Compliance Alert*, worked directly with Hany at Arab Banking Corporation -ABC Bank Egypt

"Mr. Hany is the Guru(Champion) of Compliance. He is a total inspiration for everyone."

— **Ghaus Ikram, CAMS,CFS,ACFE**, *Compliance Officer/Deputy Compliance Head, Commercial Bank International*, was a consultant or contractor to Hany at Arab Banking Corporation -ABC Bank Egypt

"Hany is one of the leaders in the Compliance world, his efforts to gather all the compliance officers under one forum has definitely created a "compliance Community" in the Arab world. When it comes to compliance "issues" Hany is the man to be referred to."

— **Mohamed AFIFI**, *Regional Head of Compliance - Egypt, National Bank of Abu Dhabi*, was with another company when working with Hany at ABC Bank

"Hany is an experienced, knowledgeable and tireless compliance professional."

— **Hossam Abd El-Rahman, CFE,CFS,CFCI,CAMS,AML**, *Compliance, AML & Fraud Head, Samba Financial Group - Dubai, UAE*, was with another company when working with Hany at ABC Bank

"I highly recommend Hany. We know each other through his MECOF Listserv. We often collaborate on ideas as to how to help fellow compliance officers by sharing information and providing training. He is a high-caliber, very knowledgeable Compliance Officer. He is also very personable, polite and fun to work with. He is very passionate about compliance and governance. I saw Hany speak at the 2008 moneylaundering.com conference -- two presentations. He is very polished, professional, and provides valuable, tailored information to the conference attendees."

— **Carrie Bekker**, *Founder and Chief Executive Officer, Bekker Compliance Consulting Partners, LLC*, was with another company when working with Hany at ABC Bank

"Oman Banking Sector is highly regulated environment with firm regulators, Hany as the compliance officer of OIB was very effective and managed the situation in a smooth manner . He substantially developed the function and became an important pillar in managing the Bank , he was very professional in managing his job . I wish him every success in his career"

— **Mohamed Badra**, *General Manager, acting CEO., Oman International Bank-Oman*, managed Hany indirectly at Oman International Bank

[Contact Hany on LinkedIn](#)