

Leo Kaniela Caires



Corporate Executive Leader

An innovative, experience and ambitious executive leader with a high performing ability obtain excellent results in highly competitive environments. Experienced in developing corporate strategies to position and align goals with growth objectives. Tremendous success is team building and leadership skills in improving operational efficiency and integration of flexibility management strategies. Highly experienced working in large organizational settings and collaborating across industry segments to increase revenue success.

Skills:

Strategic Planning Global Strategic Management Theory and Practice of Leadership Market Research Product Development Regulatory Compliance Marketing Campaigning Asset oversight Risk Mitigation Leader of Change and Corporate Management Board Collaboration Customer Engagement	Quantitative/Qualitative Research Contract Processes Human Capital Management Innovation and Emerging Technologies Government Contracting Negotiation Agreements Managerial Economics and Marketing Management Corporate Finance and Accounting Organizational Behavior New Initiatives/Venture Creation
---	---

Professional Experience

Gen-X Energy Development LLC, Maui, HI  
Co-Founder



- Successfully developed a 3 year strategy development plan of a 50 million dollar project portfolio which include various energy powered facilities.
- Required high level interfacing with key governmental stakeholders, public relations and other corporate executives, and very familiar with Hawaii demographic landscape.
- Negotiated agreements in order to optimize investments returns for investment partners and organization.
- Lead a corporate development team, which was awarded the largest government photovoltaic project in the State of Hawaii.
- Drove company revenue 350% in the past 3-years.
- Conceived new initiative development of "micro-grid" concept at Gen-X that would benefit the agriculture industry while reduce the reliance of fossil fuels for irrigation. Resulted in an awarded one of largest grants from the U.S. Department of Energy of 2012 and is regarded as one of Hawaii's top projects in the energy sector. The Hawaii Renewable Energy Development Venture funded this innovative solution slated for commercialization.
- Lead team to develop Hawaii's first and largest commercial distributed wind facility that serves a utility scale water treatment plant through enhanced business processes that embraced needed change.
- Currently developed the largest photovoltaic system on the island of Maui for a wastewater treatment facility.
- Turned organization around from a slow growth to highly efficient and profitable organization in less than 3 years in a multi-billion dollar industry.

Entegrity Wind Systems, Inc., Boulder, CO  
Director of Business Development



- Responsibilities included development of new growth and development strategies for a manufacturing company to enhance its new market revenue potential. Identified new opportunities and developed comprehensive resource requirement to capitalize on new market opportunities. Developed and created new financial and pricing strategies to position company for success in western and pacific markets.

**Cowboy Built, Inc. Maui, HI**  
Principle/Owner Hawaii Holding Corporation

**Real Estate Licensee**  
Active Hawaii Real Estate License focusing on property sales, acquisition and leasing. Great deal of experience in structured financing.

**Northwestern Mutual Financial**  
Financial Representative

- Worked with high net worth clients evaluated risk and provided risk management products.

**Professional Football Player**  
*Barcelona Pioneers Football Club Inc.*  
*CFL-British Columbia Lions Football Club Inc. Free Agent*

### Education Experience

**St. Thomas University** In Progress [REDACTED] Miami Gardens, FL  
School of Leadership Studies  
**D.Ed.** Doctorate of Education in Leadership and Management

Program education in complex skill sets required of today's most innovative and effective organizational leaders. Doctoral program for experienced professionals acquiring evidence-based strategies for managing a diverse workforce, using technology and data effectively, and driving transformative organizational change for leaders in business and healthcare corporations; school superintendents, principals, professors in institutions of higher education; or executive positions in educational services in for-profit corporations and non-profit educational organizations. Effective skills for the following:

- Respond to the changing needs of diverse and culturally focused organizations
- Participate in managing and leading private corporations, public organizations, educational institutions and systems and nonprofit agencies
- Develop leadership and management skills and effective team-oriented approaches to teaching and learning in order to maximize the performance achievements of all learners and organizational performance
- Ability to demonstrate scholarly behaviors such as reflection and problem solving with skills for designing, critiquing and implementing research relevant to effective practice

A cross-disciplinary curriculum, includes a broad spectrum of courses coupled with a dissertation defense with coursework that includes:

*Quantitative Analysis*  
*Qualitative Analysis*  
*Technology Assisted Education Management*  
*Theory and Practice of Leadership*  
*Leading a Learning Organization*  
*Strategic Management of Global Change*  
*Public Policy Leadership and Management*  
*Human Resource Development and Management*

*Innovation and Entrepreneurship*  
*Managing Performance*  
*Fiscal and Economic Accountability*  
*Ethics Corporate Control and Governance*  
*Cross Cultural Relations in Management*  
*Management of Social Media in organizations*  
*Consulting Management and Practice*

**Master of Business Administration**  
Chadron State College [REDACTED]  
Business Academy

Chadron, NE

*Managerial Accounting*  
*Information Systems for Managers*  
*Managerial Economics*  
*Corporate Finance*

*High Performance Leadership*  
*Organizational Behavior*  
*Business Strategy*  
*Legal and Social Environment of Business*

*Marketing Management*  
*Human Capital Management*  
*Decision Science*  
*New Venture Creation*

**B.S. Bachelors of Science, Animal Science & Pre-Veterinary Medicine**  
University of Wyoming [REDACTED]  
College of Agriculture and Natural Resources

Laramie, WY

**Stanford University**  
Professional Certificate-Energy Innovation and Emerging Technologies [REDACTED]

Stanford, CA

*Smart Grid: Sensing, Data Analytics and Control*  
*Battery Technology and Chemistry*  
*Economics of Competing Energy Technologies*  
*Planning for Sustainable Future with Water,*  
*Wind and the Sun*

**First Nations Futures Program Fellow****2015-2016**

The First Nations' Futures Program was initiated by Kamehameha Schools, in partnership with another First Nations institution in Te Rūnanga o Ngāi Tahu (Aotearoa – New Zealand) is a world class fellowship program focused on building First Nations' capacity through developing values based leadership and more integrated solutions for managing First Nation's assets / resources. The program develops well-balanced First Nation's leaders who serve their communities through important work in community, public or professional roles.

**Education Organizational Experience****UH Maui College****Kahului, HI**

Vocational Wind Energy Instructor

Served as academic professional, delivering courses in management of wind energy projects, engaged in scholarly activity, and providing service to and on behalf of the UH VITEC program. Provided curriculum development for vocational teaching program and taught students in classroom and in the field on topics of wind energy, which included all phases of project development, planning, economics and financing.

**Kamehameha Schools****Pukalani, HI**

Football Linebacker and Strength and Conditioning Coach

2009-2011

**King Kekaulike High School****Pukalani, HI**

Director of Athletic Performance/ Football Defense Coordinator

2012-Present

**University Scholarships/ Honors/ Awards**

2015-2016 First Nations Fellowship Program Leadership Fellow

Defensive MVP – Hawaii Hula Bowl 2002 Senior All Star game

2002 All-Mountain West Conference Selection (Linebacker)

All-Mountain West Conference Player of the week vs Airforce 17 tackles

"All American" Strength and Conditioning Athlete of the Year (Univ. of Wyoming)

Wyoming Most Valuable Special Teams "Hardest Hitter" Award

1 of 5 players in history of University to be 2 consecutive year captain.

Four-year letter winner in football (Univ. of Wyoming)

Senior Year led team in tackles 100+ tackles in single season

**Community Volunteerism**

Vice-Chair, Maui County Cost of Government Commission 2008-2009 ( Mayor Appointed)

Football Coach King Kekaulike Schools 2013-2016

Football Coach Kamehameha Schools 2006-2012

Maui Native Hawaiian Chamber of Commerce Member

Maui 4-H Livestock Association- Volunteer

First Nations Futures Fellow 2015

**Activities/Interest**

Hydroponic Farming, Livestock and Ranch Management. Golfing, Exercising, Fishing, Horse Training, Reading, Rodeo, Surfing.