Les (Elias) Mansour

Honors-Awards

Presidents Club, Cohesity

Chairman Award, Lenovo

APJ Great Leader Award, HPE

StoreStar Award, HP

Profile

APJ growth executive (VP-level) with deep expertise in Cloud, AI, Cybersecurity, and Data Center. Builds and scales partner and customer ecosystems that translate global strategy into local, repeatable execution across Asia Pacific & Japan.

Selected outcomes:

- Services: 10x revenue and +150% gross profit margin in 3 years.
- Cohesity: 144% of plan; 7 new alliances; +88% market share in JP/KR; 40% SaaS/AI Cloud adoption in 12 months; 95% top-talent retention.
- Lenovo: APJ channel +24% YoY on >$400M scale; CSP +41%; MSP +68%; 2x margin in <12 months.
- HPE: Led >$1B partner business with double-digit growth; launched Partner Pro program adopted globally.

Trusted C-suite partner, architecting scalable operating models; leads diverse, cross-cultural teams—from Tokyo to Sydney—with psychological safety and high accountability.

Core value drivers:

- Strategic ecosystem growth
- Tech-native GTM from Data Center to AI/cloud
- Inclusive, high-performance leadership

Experience

Managing Partner - Business Acceleration, Bay6 Consulting, Sydney

FEB 2022 — DEC 2025

Strategic Mandate: Engaged to lead a comprehensive business transformation for an Australian services organisation. Focused on unlocking sustainable growth through organizational change, digital transformation, and process optimization.

Key Achievement:

Hyper-Growth Execution: Architected a 3-year strategy that scaled revenue ~10x (AUD $5M to $48M) while simultaneously delivering a 150% uplift in Gross Profit Margin (GPM).

Core Focus Areas:

Executive Advisory & Organizational Change Management (OCM).

Details

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NATIONALITY
Australian

PLACE OF BIRTH
Sydney

Links

LinkedIn

Personal Website

Top Skills

High-Trust Leadership

Partner Ecosystems

Customer Ecosystems

Technology Fluency

Languages

Italian (Limited Working)

Digital Transformation & Process Optimization.

Sectors: Professional Services, Financial Services, Technology, and B2B.

Head of Channels, Asia Pacific & Japan, Cohesity

FEB 2020 — SEPT 2021

As Cohesity's Head of Channels, my team and I drive growth with partners for the industry's first comprehensive multi-cloud platform for data management services across the thriving Asia Pacific and Japan region. Highlights include:

Revenue Growth & President's Club: Delivered 144% of target with consistent growth each quarter for the full FY, across APJ by restructuring the partner tiering model. Rewarded with President's Club recognition.

Market Expansion: Secured (7) strategic alliances in Japan/Korea, resulting in a 88% increase in market share.

Tech Leadership: Led the GTM strategy for SaaS and AI Cloud solution, achieving 40% adoption in the first 12 months.

Organizational Health: Built a diverse, cross-functional team of (18) people, retaining 95% of top talent during a period of intense change.

Director of Channels and Alliances, Data Center Group, Asia Pacific, Lenovo

APR 2018 — MAY 2019

Responsible for DCG Channel and Alliances sales, investment, people, process and programs across Asia Pacific and Japan. Direct team in AP and indirect team in regions (scale: >USD400M). APJ channel growth +24% YoY, CSP growth +41%, MSP growth +68% and 2X margin improvement in less than a year! Strong focus on leveraging our global and regional alliances to deliver on investments, performance metrics and achieve mutual success for Lenovo DCG and alliance partners.

Director of HPE Partner Sales - Asia Pacific and Japan, Hewlett Packard Enterprise

OCT 2016 — FEB 2018

- Responsible for Partner sales, investment, people, process and programs across all APJ countries with Cloud Service Providers, Managed Service Providers and Infrastructure (traditional) partners.

- Leading a direct team in AP and indirect team in regions

- Scale >USD1BN, with double digit channel growth YoY

- Partners ranking HPE as #1 for 4th consecutive year, whilst increasing delta.

- Introduced HPE Partner Pro Series which focused on partner sales, presales and marketing joint-success. This is now recognized as best practice both with HPE (independently by Canalys) and now adopted as the global platform.

Region Leader of Channels and Alliances, Hybrid Cloud - Asia Pacific & Japan, Hewlett Packard Enterprise

DEC 2013 — OCT 2016

A senior member of the Data Centre and Hybrid Cloud (APJ) team, responsible for driving market share gains, revenue growth and profitability via our Channel partners across the fourteen countries within the Asia Pacific and Japan region, for our Server, Storage and Data Center Networking portfolio, focusing on Hybrid Cloud, IAAS or HAAS, SAAS and IoT Solutions.

Director of Commercial Sales & Channel, Imaging & Print - South Pacific, HP, Sydney

JAN 2010 — AUG 2013

A member of the South Pacific IPG Core Leadership Team, involved in the inception, design and execution of IPG's overall business strategy. Leading a high-performance sales team to meet the Imaging and Print commercial objectives via partners. One key component of this success is to build on the potential of the Office Printing Solutions Program – which extends Print-as-a Service via managed print solution capability to a select group of value-add resellers.

Head of Strategy, Enterprise Servers, Storage & Networking - South Pacific, HP, Sydney

JAN 2007 — JAN 2010

A member of the South Pacific leadership (ESSN) team, responsible for the creation, design and execution of HP's (ESS) overall business strategy in Australia and New Zealand.

Global Campaign Manager, Enterprise Servers, Storage & Networking - Asia Pacific & Japan, HP, Sydney

JAN 2004 — JAN 2007

A member of the Global Marketing Team, responsible for initiating, project managing and delivering end-to-end demand generation and awareness campaigns for the Asia Pacific and Japan region.

Market Development Manager, Enterprise Servers & Storage - South Pacific, HP, Sydney

JAN 1998 — JAN 2004

A member of the South Pacific Enterprise Servers and Storage business unit, responsible for initiatives and programs that deliver on the market share growth, revenue and gross margin growth targets.

Country Manager, Australia & New Zealand, Quantum Corporation

JAN 1992 — JAN 1998

Reporting to the APJ VP and Managing Director, a member of the Asia Pacific leadership team, responsbile for the success of the Australia and New Zealand franchise (operations, sales, marketing and presales), delivering on P&L, market share, revenue and gross margin growth expectations.

Education

Master of Business Administration - MBA, Deakin University

2001 — 2005

International Business & Strategy

Graduate Diploma, Deakin University

2001 — 2003

International Business