

"The future belongs to those who embrace change."



Organizational
People-Centered
Solutions



JESUS E. (NESTY) DELGADO-MORALES
MORE THAN A PROJECT MANAGER
I AM A TRANSFORMATIONAL LEADER

AI Driven Project Management & Transformational Leadership Consultant, Educator, & Speaker
*Servant & Transformational Leader, Relationship Builder, Visionary Thinker,
Strategy Implementer, Innovation Promoter, & Future Shaper*

CONTACT INFORMATION:

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CORE SKILLS:

Transformational Leadership / Project Management / Change Management / Organizational Transformation / Construction Management / PMO / Training / Business Continuity / Emergency Management / Negotiation / Relationship Building / Civil Engineering / Artificial Intelligence

As a Subject Matter Expert with over 20 years of experience in Project Management, Change Management, and Transformational Leadership powered by Artificial Intelligence, I have led high-complexity projects and initiatives (FEMA, CDBG-DR, HUD, SBA) with a combined value exceeding \$700 million, managing teams and promoting excellence, continuity, and resilience across companies, NGOs, municipalities, and credit unions in Puerto Rico, the United States, and Latin America.

I am a proud graduate of the University of Puerto Rico, Mayagüez Campus, holding a Bachelor of Science in Civil Engineering with a concentration in Project Management. I earned a Master's degree in Project Design & Management from the International Iberoamerican University (UNiB-Mexico) and a Doctorate in Project Management from Atlantic International University (AIU-Hawaii). I also hold multiple professional certifications in Project, Program, Portfolio, and PMO Management, Artificial Intelligence, Organizational Resilience, and Business Continuity.

As an international speaker, I have been recognized as a Global Speaker and Global Influencer by PMOfficers, a Master Member of Puerto Rico's Master Speakers Circle, and a Global Ambassador for Puerto Rico by the Global Council for Responsible AI.

I founded TEAM 1144 Project Management & Transformational Leadership and the Project Management & Transformational Leadership Institute™ to provide our country and the world with the tools and services to strengthen Project, Program, and Portfolio Management, Change Management, and Transformational and Servant Leadership. Additionally, through AblaTek, we

promote a people-centered approach to organizational change, placing human beings at the core of every transformation process.

My family background, military service, and academic and professional foundation in civil engineering and project management have driven me to pursue excellence, adopt best practices, and champion innovation and continuous learning to foster ongoing professional, personal, and spiritual growth.

Today, more than ever, I am convinced that our institutions need more leaders and fewer managers, leaders who transform organizational cultures by consistently sharing their knowledge, values, purpose, and passion in all they do.

That is why I define myself as more than a Project Manager, I'm a Future Ready Transformation Leader!

PROFESSIONAL CAREER:

CURRENT JOBS & APPOINTMENTS:

1. January 2023-Present: President, **Team 1144, LLC**: Project Management and Transformational Leadership. (See www.team1144.com)
2. August 2023-Present: Co-Founder & Director of Business Development and Strategy, **AblaTek, LLC** (See www.ablatek.com)
3. November 2021-Present: Founder, Director & Lead Professor, The Project Management for Puerto Rico's Recovery, Reconstruction, & Resilience (PM4PRR3®) Academy, now **The Project Management & Transformational Leadership Institute®** (PMTL Institute®). See <https://pmtl.institute>)
4. April 2025-Present: Global Ambassador for Puerto Rico, **Global Council for Responsible Artificial Intelligence** (See <https://leadmind.inteligenca.com/global-council-for-responsible-ai/>)
5. January 2022-Present: Hub Ambassador, **PM4NGO's** (See <https://www.pm4ngos.org/pm4ngos-hubs/>)
6. September 2024-Present: Secretary of the External Advisory Board of the **College of Business Administration (CBA) at the University of Puerto Rico-Mayaguez.**

PREVIOUS JOBS & APPOINTMENTS:

1. January 2022-April 2024: Member of the Board of Directors, PM4NGO's
2. November 2015-June 2023: President, OKA Project Management & Strategic Leadership
3. September 2022-March 2023: Leader, Organizational Transformation Leadership Team at Validation & Engineering Group, Inc.
4. July 2017-June 2022: Executive Director, Palmas del Mar Homeowners Association Architectural Review Board.

5. Aug 2018 - Apr 2022: President of the Board of Directors, ALDLSureste Local Workforce Development & Investment Board under the Workforce Innovation Opportunity Act (WIOA)
6. Jan 2006 - Dec 2015: Executive Director of Operations & Senior Project Manager, SEM & Associates, PSC (Engineers, Architects, Project Management & Consultants)
7. Apr 2016 - Jun 2019: Chairman, Palmas del Mar Community Security Council, PR Police Department Humacao Area
8. Mar 2015 - Jun 2017: President of the Board of Directors, FBI San Juan Division Citizens Academy Alumni Association
9. Aug 2012 - Sep 2015: Member of the Board of Directors, Corporación Servicios Educativos de Yabucoa (COSEY)

EDUCATION:

1. Bachelor of Sciences in Civil Engineering (BSCE), Concentration in Project Management & Minor in Mathematics, University of Puerto Rico-Mayaguez Campus.
2. Master's Degree in Design & Project Management (MPM), Iberoamerican International University (UNIB Mexico)
3. Doctor of Project Management (PhD), Atlantic International University, Honolulu Hawaii.
4. Bridging the Gap Between Strategy Design and Delivery, 10 Guiding Principles, Brightline® Initiative, Project Management Institute.
5. Strategy Implementation Institute Course, Strategy Implementation Institute
6. Direct Appointment Officer Course (DAOC), Class #8 (2001), Department of the ARMY/Puerto Rico National Guard, CSJMTC Salinas, PR.
7. Command & Staff Course Graduate, State Guard Associations of USA Professional Military Education Academy.
8. Conflict Management & Negotiation, Distance Learning at Inter-American Defense College, Washington DC.
9. Conflict Analysis, Distance Learning at United States Institute of Peace, Washington DC
10. Negotiation & Conflict Management, Distance Learning at United States Institute of Peace, Washington DC
11. The Harvard University Negotiation Method and Principles of Neurolinguistic Programming, UDEMY Online Course.

LEADERSHIP, AI & PROJECT MANAGEMENT PROFESSIONAL CERTIFICATIONS:

1. Certified Artificial Intelligence Consultant (CAIC™) by the United States Artificial Intelligence Institute
2. Chief Artificial Intelligence Officer-Certified Professional (CAIO-CPT™) Associate Level by Silicon Valley Certification Hub.
3. AI-Driven Project Manager, Professional Certification sponsored by APMG International.
4. AI Security & Governance Certification – AI Governance Program & Management, Securiti.

5. Project Management for Development Professionals (PMD-Pro) Level 1 & Level 2, Professional Certifications sponsored by PM4NGOs and APMG International.
6. Program Management for Development Professionals (Program-DPro), Professional Certification sponsored by PM4NGOs and Pyramid Learning.
7. PMO-FO Professional Certification (PMO Fundamentals), by PMO Academy-PMOfficers.
8. PMO-BIRISI Professional Certification (BIRISI Model), by PMO Academy-PMOfficers.
9. PMO-ST (PMO Strategic Roadmap), by PMO Academy-PMOfficers.
10. PMO-EG (PMO for Engineering Organizations), by PMO Academy-PMOfficers.
11. Procore Certified Consultant, Project Management Professional Certification by the Procore Technologies.
12. Construction Management Professional Certificate by Procore Technologies & LinkedIn.
13. Certified Facilitator for N.E.W.S.® NExTO Self Navigation Workshop, N.E.W.S.® Navigation Coaching & Learning
14. Certified Facilitator for N.E.W.S.® First Time Manager Workshop and Manager as a Coach & Mentor Workshop, N.E.W.S.® Navigation Coaching & Learning
15. Certified Facilitator for N.E.W.S.® Organizational Navigation Transformative Strategic Intervention for Leadership Teams, N.E.W.S.® Navigation Coaching & Learning
16. Business Continuity Certified Specialist & Planner (BCCS & BCCP), Professional Certification by the Business Continuity Management Institute.
17. Certified Organizational Resilience Manager (CORM), The International Consortium for Organizational Resilience (ICOR).
18. Crisis Management and Communication Professional (CMCP), The International Consortium for Organizational Resilience (ICOR).
19. Master Project Manager (MPM), Professional Board Certification by the American Academy for Project Management.

SUBJECT MATTER EXPERT AREAS AND EXPERIENCE:

I have more than 20 years of experience on the following professional areas:

1. Program & Portfolio Manager for the Municipalities of Maunabo, Cidra, Guánica, Santa Isabel, Río Grande, and Naguabo, Centro Margarita Inc.
2. Design, Consulting, and Support in the Implementation and Continuous Improvement of your Project Management Office (PMO) for private organizations, NGOs, municipalities, and other governmental organizations.
3. Specialize in providing comprehensive grants and project management services for projects funded by private investors or federal agencies such as FEMA, CRP, CDBG-DR, CDBG-MIT, CDBG, HUD, and SBA. Our experienced team is well-versed in the specific requirements and regulations associated with managing grants and projects that receive federal funding.
 - a. I offer expertise in the following areas:
 - i. Grant Application and Compliance: We assist in preparing grant applications, ensuring compliance with federal guidelines, and managing

the documentation and reporting requirements throughout the project lifecycle.

- ii. Budgeting and Financial Management: Our team helps develop accurate and comprehensive project budgets, tracks expenditures, and ensures compliance with financial regulations and reporting standards.
 - iii. Project Planning and Implementation: We work closely with clients to develop detailed project plans, establish milestones and deliverables, and manage the project execution process, including procurement, resource allocation, and risk management.
 - iv. Stakeholder Engagement and Communication: We facilitate effective communication and collaboration with all project stakeholders, including federal agencies, local authorities, community members, and other relevant parties.
 - v. Performance Monitoring, Evaluation, Accountability and Lessons Learned (MEAL): We establish performance metrics, implement monitoring systems, and conduct regular evaluations to track project progress, identify areas for improvement, and ensure the project's success. Accountability refers to the responsibility and transparency of project stakeholders in delivering on their commitments and being answerable for their actions. Learning includes documenting best practices, capturing lessons learned, and sharing knowledge to enhance the overall effectiveness of future projects.
 - vi. By leveraging our expertise in grant and project management, we aim to maximize the impact and efficiency of projects funded by private funds or state/federal grants, ultimately achieving the desired outcomes, and benefiting the communities and organizations involved.
4. Construction Management using the PROCORE technology platform.
 5. Digitization and Technological Transformation Program Management.
 6. Organizational Resilience and Emergency Management.
 7. Educational and Professional Training Program Management.
 8. Change Management and Transformational Leadership.
 - a. Diagnosis, Strategic Planning, and Leadership for your Organizational Transformation Program and Change Management.
 - b. Training in Project Management, Change Management, Leadership, Program and Portfolio Management, and PMO.

INTERNATIONAL GUEST SPEAKER & LECTURER EXPERIENCES:

1. Since June 2024: Master Member of the Master Speakers Circle, an exclusive and first-class community for professional speakers and lecturers with a proven track record in symposiums, workshops, courses, and conferences in Puerto Rico, the US, Europe and LATAM.. www.masterspeakerscircle.com

2. Invited in April 2024 by *Grupo IMm Instituto y Observatorio de Gestion del Cambio* as a guest speaker at the 9th Change Management Congress in Madrid, Spain.
3. Invited in March 2024 by the Puerto Rico Manufacturing Extension (PRIMEX) to speak at the Master Class titled "Change Management in the Transformation of Organizations towards the era of Industry 5.0" in San Juan, Puerto Rico.
4. Invited in June 2023 by the Public Corporation for the Supervision and Insurance of Credit Unions of Puerto Rico (COSSEC) to speak at a seminar on "Conflict Management & Emotional Intelligence" in San Juan, Puerto Rico.
5. Invited in October 2023 by the Puerto Rico Manufacturing Extension (PRIMEX) to speak at an event focused on "Technology, Change Management, and Transformational Leadership" in Caguas, Puerto Rico.
6. Invited in February 2022 by PMOfficers in Barcelona, Spain, as a keynote speaker for the seminar titled "The Importance of Project Management for Global Economic Development."
7. Invited in April 2022 by the Central Office for Recovery, Reconstruction, and Resilience (COR3) of the Government of Puerto Rico as a keynote speaker for the event on "The Importance of Project Management for the reconstruction of Puerto Rico" in San Juan, Puerto Rico.
8. Invited in May 2022 by the Project Management Institute-Levante, Spain Chapter, to speak and moderate the round table discussion on "The influence of PMOs on project management."
9. Invited in September 2022 by PRIMEX to speak and moderate the round table discussion on "The Importance of Manufacturing in the Economy of Puerto Rico" in San Juan, Puerto Rico.
10. Invited in October 2022 by the Asociación de Ejecutivos de Cooperativas (ASEC) to speak at the XX Residential Seminar titled "Leadership for Innovation" at the Royalton Hotel, Punta Cana, Dominican Republic.

PUBLICATIONS:

1. Business Continuity Plan Guide for Small and Medium Business (Guia plan Continuidad de Negocio para Pequeñas y Medianas Empresas), OKA Project Management & Strategic Leadership, LLC, Dec 3, 2019
2. Resilience using our imagination in times of crisis (Resiliencia usando nuestra imaginación en tiempos de crisis), OKA Project Management & Strategic Leadership, LLC, Apr 14, 2020
3. What to do before, during and after an earthquake. (Que hacer antes, durante y despues de un terremoto.), OKA Project Management & Strategic Leadership, LLC, Feb 3, 2020
4. Dealing with Spontaneous Volunteers during Disasters (Tratando con Voluntarios Espontáneos durante Desastres), OKA Project Management & Strategic Leadership, LLC, Feb 2, 2020
5. The PMO as a source of leadership for the transformation of organizations (La PMO como fuente de liderazgo para la transformación de las organizaciones); Revista Gestiona Proyectos · Oct 28, 2022

6. Course Guide to Fundamentals of Change Management Course, AblaTek, LLC, 1st Edition, October 2023, © Copyright 2023, Co-authored along with Alba Norys De León.
7. Final Project Thesis for the Master in Design, Administration and Project Management: Determination of the degree of maturity in project management of the Municipality of Naguabo Puerto Rico

AWARDS & RECOGNITIONS:

1. PMO Hispanic-America Awards 2023 - Judging Committee Member, PMO Global Alliance & Project Management Institute · April 2024
2. The Master PMO Global Influencer Award, Issued by PMOfficers Ecosystem y PMOAcademy, Barcelona, España · Dec 2023
3. Executive of the Year Excellence Award, Issued by Puerto Rico Manufacturers Association (PRMA) · Jun 2022
4. Puerto Rico National Guard Commendation Medal, Puerto Rico National Guard Commendation Medal, Issued by Puerto Rico National Guard · Jan 2005
5. Military Emergency Management Specialist Flash, Issued by Stater Guard Association of USA (SGAUS) Military Emergency Management Specialist Academy · Dec 2018
6. Stater Guard Association of USA Faithful Service Award, Issued by Stater Guard Association of USA (SGAUS) · Feb 2019
7. The Puerto Rico State Guard Merit Achievement Medal, Issued by Puerto Rico National Guard State Command · Jan 2019

MEMBERSHIP ON CIVIC, COMMUNITY & PROFESSIONAL ORGANIZATIONS:

1. American Society of Civil Engineers (ASCE)
2. Project Management Institute (PMI)
3. Project Management Officers Global Alliance (PMO Global Alliance)
4. PMO Academy by PMOfficers
5. Business Continuity Management Institute (BCMI)
6. The International Consortium for Organizational Resilience (ICOR)
7. Puerto Rico Manufacturers Association (Industriales PRMA)
8. Emmanuel Christian Church, Las Piedras PR
9. Past Master of the M.:W.: Masonic Lodge Antorcha de Oriente #65, Maunabo, PR

MILITARY CAREER:

Honorably Retired Colonel (O-6) from the Puerto Rico Air State Guard, Puerto Rico National Guard-State Command (PRSG/PRNG). (State Military Service)

PRNG/PRSG LEADERSHIP POSITION & ASSIGNMENTS:

1. Task Force Commander, Hurricane Maria Disaster Relief Operation, the Puerto Rico National Guard Headquarters, Fort Buchanan, PR (SEPT2017-MAY2018)

2. Deputy Chief of Staff for Planning, Operations and Training (G3), PRSG, at the Puerto Rico National Guard Headquarters, San Juan, PR (MAR2017-APR2019)
3. Commander, 1ST Air Base Group at Muñiz Air National Guard Base, PRASG, Carolina, PR (JAN2015-DEC2018)
4. State Director and Lead Instructor, PRSG Military Emergency Management Specialist (MEMS) Academy (MAR2015-APR2019)
5. Vice Commander, 1ST Air Base Group at Muñiz ANG Base, PRASG, Carolina, PR (2010-DEC2014)
6. Executive Officer, 1ST Air Base Group, PRSG Air Force (2008-2010)
7. Operation & Training Officer, 1ST Air Base Group, PRSG Air Force (2005-2008)
8. Civil Engineering Officer, 1ST Air Base Group, PRSG Air Force (2003-2005)
9. Training Officer, 504 Engineering Battalion, PRSG Army (2001-2003)