



## Ghosson AlKhaled – Industry-Leading AAC Executive.



### Professional Overview

Ghosson Ghassan Al-Khaled is a distinguished Kuwaiti engineer and business leader with over two decades of experience in the **construction manufacturing sector**. She is best known for her tenure at **ACICO Group**, where she **rose from an entry-level civil engineer to become Deputy Chief Executive Officer (Deputy CEO)** of ACICO Industries, the **largest manufacturer of Autoclaved Aerated Concrete (AAC) in the Middle East**.

In this capacity, Al-Khaled directed a company with approximately **\$1.3 billion in assets and an annual turnover of \$300 million**. Her leadership spanned operations across **Kuwait, Saudi Arabia, the United Arab Emirates, and Qatar**, where she managed **multiple factories and business units**, consistently delivering **growth, efficiency, and innovation**. She combines **deep technical expertise in civil engineering** with **strong business management skills**, positioning herself as a **powerhouse in the AAC block manufacturing industry**.

### Leadership in AAC Manufacturing

Al-Khaled's career has been firmly rooted in **AAC block manufacturing and sustainable building materials**. She joined ACICO in **2002** as a **civil engineer**, at a time when the company's core business was a **single AAC block plant in Kuwait**. Climbing the ranks through **dedication and results**, she became **Chief Operating**



**Officer (COO) of ACICO's industrial division, overseeing the group's factories and production operations.**

In this role, she ensured that ACICO's flagship **AAC factories met growing market demand** while maintaining **strict quality standards**. Her success in operational management led to her promotion as **Deputy CEO**, where she managed **five COOs across the company's diversified divisions**. Throughout her tenure, she was instrumental in **expanding ACICO's AAC production footprint regionally**, establishing **new manufacturing facilities and extending distribution into Gulf markets**.

Under her leadership, ACICO **evolved from a family-run local manufacturer into a regional integrated construction materials group**, with **AAC technology remaining the backbone of the business**. She played a key role in expanding ACICO into **cement, precast concrete, and other building materials**, reinforcing AAC's importance in the **company's DNA and long-term strategy**.

#### Operational Excellence & Growth

Al-Khaled's leadership in **factory operations and industrial management** is marked by her **relentless drive for efficiency, innovation, and teamwork**. As COO and later Deputy CEO, she **fostered a culture of excellence** across ACICO's manufacturing plants, implementing **process improvements and client-focused solutions** that resulted in **sustained profitability and operational growth**.

Her guiding motto, "**One Team, One Dream**," exemplifies her **inclusive leadership style**, which brought together employees of diverse backgrounds under a **shared vision of success**. This approach resulted in **high employee loyalty and low turnover**, as she built a corporate culture that **valued expertise, innovation, and collaboration**.

Al-Khaled has been widely praised for her **strategic vision, problem-solving abilities, and resourceful business strategies**. She spearheaded the development of the "**ACICO System**", an **integrated building solution** that combined **AAC blocks with complementary construction materials and services**, offering clients a **comprehensive, end-to-end building solution**.



Her impact is also evident in **ACICO's resilience and agility in crisis management**. During the **global financial crisis of 2008–2009**, she played a key role in **steering the company through economic turmoil** by implementing **proactive risk mitigation strategies**. She reinforced **strong-performing sectors**, strengthened financial management, and ensured **long-term business sustainability**, positioning ACICO for **rapid post-crisis recovery**.

Her **forward-thinking approach** to innovation, coupled with her belief that **“the sky is the limit”**, has helped **set new benchmarks in the AAC block industry**, making her a **respected figure in global industrial manufacturing**.

#### Achievements & Recognition

Ghosson Al-Khaled's **exemplary leadership and industry impact** have earned her **extensive recognition** at both regional and international levels. She has been repeatedly honored as **one of the Arab world's most powerful businesswomen** and has received numerous accolades for her contributions to **manufacturing, leadership, and business development**.

Some of her most notable recognitions include:

🏆 **Top 100 Most Powerful Arab Businesswomen** – Forbes Middle East

🏆 **100 Most Influential Arabs** – Arabian Business

🏆 **Young Global Leader (YGL)** – World Economic Forum

🏆 **Woman Game Changer Award** – Global WIL Economic Forum

🏆 **Government Advisory Role** – Kuwait's Supreme Council for Planning & Development

These **accolades reflect her leadership excellence**, her **ability to transform businesses**, and her **influence in shaping the future of industrial manufacturing**.



## Education & Executive Training

Al-Khaled's **strong technical foundation and executive leadership skills** are reinforced by an impressive **educational background**. She holds:

🎓 **Bachelor's Degree in Civil Engineering & Construction Management** –  
Kuwait University

🎓 **Master's Degree in Building Science** – University of Southern California (USA)

🎓 **Executive MBA** – Thunderbird School of Global Management, Arizona

🎓  **Fellow of Harvard Kennedy School** – Focused on leadership and corporate governance

In addition to her formal degrees, she is a strong advocate for **continuous professional development**, encouraging her teams to pursue **globally recognized certifications** such as CPA, CFA, CMA, CIA, and PMP. Her blend of **technical expertise, business strategy, and leadership training** makes her a **well-rounded executive with a global business perspective**.

## Strategic Business Initiatives & Future Vision

Beyond her leadership in AAC manufacturing, Al-Khaled has expanded her influence across **multiple industries**. She is the **Owner and Managing Director of The Palms Beach Hotel & Spa**, a **major hospitality enterprise in Kuwait**, where she has successfully applied her **business expertise to the service sector**, demonstrating her ability to **manage, scale, and optimize diverse business models**.

She has also been **deeply involved in social responsibility initiatives**, founding **Autism Partnership Kuwait (APK)**—a **non-profit autism treatment center** that provides **cutting-edge Applied Behavior Analysis (ABA) therapies** for children. Her ability to **mobilize resources and create lasting impact** highlights her commitment to **long-term value creation and community-driven leadership**.



## A Visionary Business Leader

Ghosson Al-Khaled is widely regarded as a **trailblazing business executive**, known for her **ability to scale industrial operations, expand businesses across international markets, and lead complex organizations**. Her **track record of success, operational excellence, and strategic foresight** makes her a **highly respected thought leader in the global business community**.

Whether in **industrial manufacturing, hospitality, or strategic investment**, she continues to push boundaries, inspire innovation, and **create lasting impact in the industries she leads**.