

Mike McKeown

Founder, Human-AI Systems | Enterprise AI Transformation | Commercial AI Impact & Governance

mike.mckeown@human-ai-systems.com | +44 7785 362 573 | [linkedin.com/in/mikesmckeown](https://www.linkedin.com/in/mikesmckeown)

Executive Profile

Founder of Human-AI Systems, an AI transformation consultancy helping organisations move from fragmented AI experimentation to disciplined, value-creating adoption. Enterprise AI transformation leader with senior leadership experience inside complex, multi-national organisations including Cisco (70,000 employees; \$50B revenue).

Now helping organisations institutionalise AI where it is fragmented, risk-constrained or under-leveraged — embedding governance, operating discipline and measurable commercial impact at executive level.

Most recently appointed by the CEO at Verimatrix to architect and execute enterprise-wide AI transformation under ExCom oversight, aligning board, technology, legal and commercial stakeholders around accountable AI adoption across a nine-country global SaaS organisation.

Founded Human-AI Systems to bring this practitioner experience to organisations navigating AI adoption — bridging the gap between AI strategy and operational implementation through structured assessment, piloting and scaling methodologies.

Key outcomes at Verimatrix: Institutionalised board-approved Responsible AI governance embedded within corporate policy; deployed Radar → Pilot → Scale operating model; delivered ~1 hour/day engineering productivity uplift (~\$1M annualised impact), ~10% win-rate improvement (~\$3M revenue impact) and 50-60% proposal workload reduction while converting shadow AI into structured enterprise adoption.

Selected Enterprise AI Impact

- Board-approved Responsible AI governance institutionalised across EU-listed global SaaS organisation, embedded into corporate policy and regulated-sector assurance language.
- ~1 hour/day engineering productivity uplift through governed AI-assisted SDLC rollout (~\$1M annualised impact) with secure development guardrails and IP protection.
- ~10% SaaS win-rate improvement (~\$3M revenue impact) through AI-enabled RFP automation, sales coaching and pipeline risk analytics.
- ~30% reduction in low-complexity support tickets and ~25% faster resolution via AI-enabled service redesign and self-service deployment.
- Shadow AI converted into structured, enterprise-wide adoption with 100% governed workforce access under executive AI Steering Group oversight.
- ~\$100K annual specialist tool spend avoided through multi-model enterprise AI architecture strategy and platform rationalisation.

Professional Experience

Founder & Managing Director

Human-AI Systems | 2026 - Present

AI transformation consultancy helping organisations move from fragmented AI experimentation to disciplined, value-creating adoption. Bridges the gap between AI strategy and operational implementation.

- Founded practice to apply enterprise AI transformation experience to organisations navigating AI adoption across SaaS/Technology, Financial Services, Local Government and Professional Services sectors.
- Developed structured Assess → Pilot → Scale methodology and Tool → Assistant → Worker capability maturity framework for organisational AI adoption.
- Operating an AI-native consultancy using an AI virtual workforce model, demonstrating the practical application of human-AI collaboration at the core of the business.

Senior Director, Enterprise AI Transformation & Sales Enablement

Verimatrix | 2022 - 2026

EU-listed global cybersecurity SaaS organisation serving regulated-sector markets. Appointed by CEO to architect and execute enterprise-wide AI transformation under ExCom oversight.

- Institutionalised board-approved Responsible AI governance aligned to EU AI Act, GDPR, DORA and NIST AI RMF, formalised within corporate policy and embedded into regulated RFP language and customer assurance processes.
- Established executive AI Steering Group and enterprise lifecycle controls (Radar → Pilot → Scale), prioritising AI investment across engineering, revenue and support functions under defined risk, ROI and regulatory thresholds.
- Led governed rollout of AI-assisted SDLC with secure development guardrails, auditability and IP protection, delivering ~1 hour/day engineering productivity uplift (~\$1M annualised impact).
- Led AI-enabled redesign of commercial operating model, restructuring RFP workflows and embedding sales and partner assistants, contributing to ~10% win-rate improvement (~\$3M revenue impact).
- Led AI-enabled redesign of customer support operating model, reducing low-complexity tickets ~30% and resolution time ~25%, aligning Legal, Security and Engineering stakeholders and shifting the organisation from risk-avoidant posture to governed enablement.
- Defined and governed multi-model enterprise AI architecture (ChatGPT Business and API Platform, Microsoft Copilot 365 and Studio, AWS Bedrock, Claude CoWork and Code, Gemini, GitHub Copilot, AWS Q Developer), embedding vendor boundary controls, lifecycle risk governance and human-in-the-loop safeguards while avoiding ~\$100K annual specialist tool expenditure.

Cabinet Member – Digital & Climate Portfolio (Non-Executive)

Cotswold District Council | 2023 – Present

Elected Cabinet portfolio holder with democratic accountability for Digital Services and Climate policy within a publicly accountable local authority environment.

- Co-authored and sponsored formal AI Policy and Strategy, ratified at Cabinet level and overseen through established AI Board governance structure.
- Oversaw enterprise rollout of Microsoft Copilot Business Chat to ~250 officers and elected members under GDPR-compliant framework, embedding AI within formal policy and public accountability context.
- Sponsored AI deployment within statutory consultation analysis (~2,000 responses), reducing officer analysis time ~85% while maintaining transparent human oversight.
- Positioned AI adoption as a governed transformation lever under financial constraint and public scrutiny, reinforcing policy authorship and accountability depth.

Senior Leadership Experience – Global Enterprise Organisations

Cisco | Synamedia | Kaltura

Scope: \$430M regional P&L | \$1B strategic accounts | Multi-country leadership | Executive customer engagement

Senior Director and regional leadership roles across global enterprise, public sector and regulated markets within complex multi-national operating environments.

Commercial Scale

- Led \$430M EMEA Public Sector business at Cisco, delivering 20% revenue growth across Local Government and Education markets.
- Increased win rate in targeted segments from ~40% to ~60% through focused cross-functional execution.

Execution Discipline

- Improved global forecast accuracy by 30% and pipeline quality by 10% through CRM and sales operations transformation.
- Built global sales operations capability post-carve-out at Synamedia, embedding KPI discipline and executive reporting standards.

Strategic Accounts

- Closed \$20M strategic CDN deal within \$1B BT account; recognised through Cisco Accelerated Development Program.

Education

BSc (Hons) Computer Science / Economics / Psychology
Mini-MBA, INSEAD