



OPERATING EXECUTIVE | PORTFOLIO OPERATIONS | GOVERNANCE

Operating executive and advisor supporting industrial, energy, and infrastructure businesses, investors, and Indigenous partners.

CAPABILITY OVERVIEW

Kaberry Industrial Advisory provides senior operating and strategic support to CEOs, investors, boards, and Indigenous partners across industrial, energy, and infrastructure businesses. Engagements typically focus on performance improvement, portfolio value creation, diligence, integration, governance, and partnership development where practical industrial judgment and hands-on execution support are required.

Operating & Performance Advisory

Partner with leadership teams to improve operating performance, expand margins, strengthen execution discipline, and support transformation.

Governance & Advisory Board Support

Provide advisory council, board, and chair-level support grounded in operating experience, governance discipline, and leadership accountability.

Portfolio Operations & Value Creation

Support investors, operators, and portfolio leaders on diligence, integration, strategic alignment, and industrial value creation initiatives.

Indigenous Partnerships & Strategic Development

Help structure and advance commercially aligned partnerships that support long-term growth, shared value creation, and durable working relationships.

SELECTED EVIDENCE

>\$1.6B

PORTFOLIO REVENUE EXPOSURE

6x

REVENUE GROWTH AT ZANRON

12 to 60–100

WORKFORCE SCALED DURING GROWTH

~\$600M

CAPITAL PROJECT DELIVERY RANGE

5

ADVISORY COUNCILS CHAMPIONED

20+ yrs

INDUSTRIAL LEADERSHIP DEPTH

PRINCIPAL

Leonard Kaberry

Operating executive, advisor, and professional engineer with experience across industrial operations, energy, infrastructure, capital projects, portfolio performance, acquisition integration, and governance.

Most recently, as **Senior VP, Portfolio Operations** at Hillcore Industrial, he worked directly with CEOs across a diversified industrial portfolio generating more than **\$1.6 billion in revenue**.

EXPERIENCE HIGHLIGHTS

Supported performance improvement, strategic execution, leadership alignment, Indigenous partnership development, and governance initiatives, including the establishment of **five advisory councils** across portfolio companies. Earlier, at **Zanron Mechanical Services**, helped transform a small fabrication business into a multi-service industrial contractor and position it for acquisition.

CONTACT & MANDATES

NAME	Leonard Kaberry
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MANDATES	Selective operating partner, governance, advisory, and strategic partnership mandates.

CREDENTIALS



Leonard Kaberry, P.Eng.
MBA (Finance)
BEng Mechanical Engineering
BCom Management & Marketing
Certified Chair™ Executive Program
Advisory Board Centre

Supported by operating depth across Hillcore Industrial, Zanron Mechanical Services, Rio Tinto, and Alcan.