



PEOPLE ×
BUSINESS ×
TECHNOLOGY

A BRIGHTER
TOMORROW

*Winning in business.
Winning in life.*

HIGHER
PERFORMANCE
GREATER
IMPACT

MARCO ARTHUR AHLGREN

CEO / COO / AI TRANSFORMATION & GROWTH EXECUTIVE

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EXECUTIVE PROFILE

Executive leader with 25+ years across technology, gaming and consulting, including CEO, COO and board-level roles in Sweden and Malta. Combines organisational transformation, commercial growth and strategic leadership with practical AI integration, operating-model innovation and public-company experience.

EXECUTIVE CAPABILITIES



CEO / COO /
Board Leadership



Transformation
& Change



AI Integration
& Future-Proofing



Growth, Partnerships
& M&A



Product &
Operating Models



Public-Company /
Stakeholder Leadership

SELECTED EXECUTIVE EXPERIENCE

Chief Executive Officer | SYM AI Consultancy

Malta | Mar 2025 - Present

- Founded and lead SYM AI, an AI-enabled Fractional COO & Operational Performance Advisory consultancy for owner-led businesses, combining management reporting, operational improvement, management accountability and practical AI readiness.
- Helping organizations win in business without losing sight of winning in life, through people, process, technology and purpose.

Head of Operations | Dorado Games

Malta | Dec 2023 - Mar 2025

- Led organisational change through AI integration and cultural transformation; pioneered a 4+1 workweek with a weekly innovation and well-being investment day.
- Executed a Triple-Win AI Strategy linking employee agency, productivity and innovation with stronger customer products.
- Oversaw 40M+ yearly revenue operational volume.

Chief Executive Officer | Stillfront AB

Sweden | 2008 - Nov 2012

Head of Online Games | Stillfront Group AB

- Progressed from CEO responsibility to group-level online games leadership, combining company leadership with online product, portfolio and commercial execution.
- Early senior leadership connection to Stillfront, which later developed into a Nasdaq Stockholm-listed global group of gaming studios.

Chief Operating Officer | Starbreeze Studios

Sweden | 2000 - 2004

- COO during Starbreeze's early public-company phase following its 2000 listing on AktieTorget, bringing operating leadership inside one of Sweden's pioneering game-development studios.
- Inspired and organised a 150+ professionals team structure.

ADDITIONAL EXECUTIVE & BOARD EXPERIENCE

CEO | GIG Entertainments AB (2004 - 2008)

Chairman | Compello International Ltd (2012 - 2015)

Regional Director Malta/Cyprus | Changi Consulting (2019 - 2020)

Managing Partner | Adigo Ventures LTD (2013 - 2017)

Chairman | Scandinavian Travel Services (2015 - 2016)

IKIGAI Purpose / SiGMA / Reward & Gamesino
(2017 - 2023 | advisory, M&A / key accounts & board roles)

CAREER THEMES

Transformation: enterprise strategy, culture change and cross-functional execution. **Commercial:** growth, partnerships, key accounts and M&A. **Technology:** gaming, online platforms, AI integration and digital transformation.

LANGUAGES

English - Fluent (Professional) | Swedish - Native

PEOPLE | BUSINESS | TECHNOLOGY | A BRIGHTER TOMORROW

HIGHER PERFORMANCE | GREATER IMPACT



PERSONAL COMMENTARY

Greetings,

I have reached a stage in my life where **'winning in life'** has become an increasingly important part of the influence and impact I want to bring to individuals, teams, and organizations.

To me, sustainable high performance is no longer only about business results. A truly high-performing, high-evolution team needs the conditions to thrive across the wider spectrum of human wellbeing, creativity, relationships, purpose, energy, and meaningful expression.

We are entering an extraordinary period of accelerated change. The rapid evolution now beginning to reshape society, technology, and almost every industry will demand greater levels of **focus, awareness, resilience, teamwork, communication, vision, discernment, and adaptability** than perhaps at any previous point in our working lives.

For individuals and organizations equipped with the right mindset, culture, and operating structures, these are incredibly exciting times.

The challenge is not simply to move faster. It is to become better at **learning, adapting, and evolving while moving at speed.**

We need to develop the capacity to embrace the unknown with curiosity and inspiration, while remaining deeply grounded in what we actually know, what matters most, and what creates real value in the present moment.

The organizations that thrive will be those that become genuinely **ever-learning and ever-evolving systems:** continuously sensing change, questioning assumptions, strengthening their people, improving how they work together, and rediscovering where they can create the greatest positive impact.

When an organization develops that capacity, it does not simply survive disruption. It continually finds new ways to remain relevant, valuable, and useful — to its clients, its team members, its partners, and the wider society it serves.

For me, this is increasingly what leadership means in this next chapter:

Helping people and organizations win in business without losing sight of winning in life — while building the awareness, resilience, and evolutionary capacity to thrive in a rapidly changing world.

Marco Arthur Ahlgren

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