

Executive Biography

SAP Latin America and Caribbean Management Team



THEO PAPPAS

Chief Operating Officer

SAP Latin America and Caribbean

Theo Pappas was appointed Chief Operating Officer of SAP Latin America and the Caribbean (LAC), in January 2021. In this role, Pappas is responsible for the overall performance of the organization; including regional cloud & on-premise sales and renewals, customer relations, business development, operations, services and go-to-markets. Reporting to the SAP LAC President and member of the SAP Senior Executive Team, he aims to have SAP LAC ready to support customers across Latin American markets.

Pappas brings over 25 years of sales and operational experience across the IT sector. In his most recent role, he acted as Head of the Human Experience Management area for SAP LAC, leading SAP SuccessFactors, a portfolio critical for the company's growth.

Since joining SAP in 2013 he has taken over multiple leadership challenges to include his role as COO of SAP Brazil. Previously, he was Sales VP for Strategic and Regulated Industries, where he delivered consistent growth for both cloud and on-premises solutions.

He held management positions at both Microsoft and IBM before becoming part of SAP gaining valuable technology industry experience.

Pappas has a degree in Computer Science from the Centro Universitário de Brasília and holds two MBAs, from the Rio de Janeiro Federal University and the Getulio Vargas Foundation in Sao Paulo, as well as an executive business education from Wharton Business School. He is currently based in Miami, Florida.