RODNEY C. SULLIVAN

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SENIOR TECHNOLOGY CONSULTANT | IT STRATEGIST | LEADERSHIP COACH

Principal IT Consultant who strategically envisions, implements, and optimizes technology infrastructure, provides high-level advice to executive team, and coaches CEO, COO, and CFO on IT issues impacting business direction.

Expertise in interim CIO/CTO roles is evaluating existing IT environment and skill set, then leading enterprise-wide projects to adopt emerging technology, stand up architecture, implement cloud solutions, and tighten security. Builder at heart, building out technology or building up an organization.

Dynamic leadership coach skilled at enhancing senior team's core competencies, equipping them to issue decisions that promote innovation and benefit the business.

Record of developing newly-appointed leaders, upleveling under-performing ones, and advancing excellence of strong performers. Partner side-by-side with leaders to deliver 1:1 coaching to shape perspective and behavior.

- Interim/Fractional CIO/CTO
- Digital Transformation
- Strategic Planning
- Risk Assessments
- M&A Integration
- Data Center Management
- Cloud Management
- Security Solutions
- Business Continuity Solutions
- Leadership Coaching
- CIO/CTO Onboarding
- Turnaround Management

EXPERIENCE & ACHIEVEMENTS

XAVIER TECHNOLOGY CONSULTING, Spring House, PA   **2005 to Present**

Principal Consultant: Established this venture to provide management consultancy in strategic IT planning and infrastructure development. Responsible for new business development, client engagement, and project delivery. Provide interim IT leadership, transitional leadership, and transformation/change management services. Additionally, coach "C" level executives, and provide leadership seminars. *Select Engagements*:

Client:	The Hill at Whitemarsh (CCRC), Lafayette Hill, Pa (7/2018 to Present)
Initial Project:	Recruited as CIO to address IT strategy over a one to three-year span. The initiative consisted of aligning business goals with the revival and expansion of new technology, including deploying a new highly secured cloud-based HRMS, new infrastructure, and Office 365 migration. Expanded IT team to lead a $54M "smart building" real estate project.
Leadership Coaching:	Conducted weekly coaching sessions with the IT Director to discuss goals, staffing and current/future state initiatives. Advised senior IT leadership in terms of establishing best practices for overall improvement of IT Governance, including skills assessment, processes/procedures and business analysis.

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Client:	Main Line Health, Berwyn, PA (1/2016 to 6/30/18)
Initial Project:	Engaged by senior leadership to conduct a technology assessment focusing on core applications, data centers and security posture. Served as an interim IT Director and Strategic Advisor for the deployment of EPIC EHR (Electronic Health Records), infrastructure upgrades, organizational development and Enterprise Risk Management (ERM) initiatives.
Leadership Coaching:	Provided coaching services for IT directors and managers to better align teams with senior management. Conducted individual and team coaching sessions to ignite growth and to drive the organization to embrace new guiding principles and strategic direction. Strong emphasis placed on preparing the staff mentally for migrating workloads to the cloud.

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Client:	Inspira Health, Vineland, NJ (11/2015 to 2016)
Initial Project:	Engaged to conduct a technology assessment regarding the feasibility of cloud migration. Provided a detailed assessment of core team capabilities, Service Desk, IT infrastructure, HVAC,

power, physical/logical security, Disaster Recovery and Business Continuity. The final report included recommendations that were crafted based on business priorities and the risk register.

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Client:	MobileX (Trident USA Health Services), Horsham, PA (10/2015 to 2016)
Initial Project:	Recommended by a trusted business partner to provide an organizational assessment and create a leadership coaching program for strengthening relationships and team building.
Leadership Coaching:	Conducted a series of discovery sessions with each leader to identify the type of culture within the organization. Administered leadership assessments to determine the strengths and weaknesses of the leaders individually and collectively. Provided a series of group and individual coaching sessions to review assessment results as well as establishing a safe environment for open discussions to promote growth and interdepartmental influence.

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Client:	Connexin Software (Pediatric Electronic Health Records), Horsham, PA (6/2013 to 2014)
Initial Project:	Build 3-year strategic roadmap for growth and expansion, while reducing spend on cloud vendors by 20% and instituting vendor scorecards to verify client received services delineated in SLAs. Assist IT Leadership in migrating critical business services from colocation to a major cloud provider to support SaaS platform.
Leadership Coaching:	Collaborated with the CEO to customize a nine-month program for "C" suite executives, directors, senior IT managers, and high-potential staff, as firm experienced rapid growth. Used a leading industry leadership assessment tool to measure leadership styles and team performance. Integrated Connexin's core values into program. Facilitated Group Coaching to foster opportunities for emerging leaders to lead.

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Client:	Elemica (Supply Chain Mgmt – B2B Commerce), Exton, PA (9/2012 to 3/2013)
Initial Project:	Led assessment of IT architecture, operations and risks for existing supply chain platform as well as new platform being built on Amazon's Cloud offering, to shrink infrastructure footprint 50%, amounting to 20% monetary savings.
Leadership Coaching:	Engaged by CTO to coach new IT Operations Manager on infrastructure management and IT team leadership. Presented leadership seminar for directors and managers, to re-establish importance of like-mindedness, and enhance their strategic perspective on tactical daily challenges.

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Client:	AmeriGas (Energy), King of Prussia, PA (9/2008 to 9/2012)
Initial Project:	Served as Chief Architect and Interim Network & Voice Manager. Led team in building infrastructure roadmap as business recovered from corporate office fire (declared disaster). Established ITIL change management process and provided gap analysis and risk assessment going forward. Extensive experience in satisfying PCI-DSS and securing credit card payment systems. Led infrastructure team in architecting infrastructure for SAP deployment. Led due diligence efforts regarding the acquisition of a major competitor, adding $2B to top line revenue.
Leadership Coaching:	Coached new Director of IT on core technology, plus new manager of Systems Group, on strategic IT infrastructure direction to facilitate $50 million SAP rollout to 600$^+$ sites. Also, established and chaired Architecture Review Board, to define critical priorities for people, process, and technology.

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Client:	iPipeline (Insurance Software), Exton, PA (2/2007 to 11/2008)
Initial Project:	Engaged by CEO for Interim IT Director assignment, assisting VP to build strategy for scaling key business platform and improving overall manageability of infrastructure. Led merger due diligence including business impact analysis and IT assessment of new acquisition for data center consolidation and application rationalization.

Leadership Coaching: Recruited new IT Director, providing coaching during onboarding, and guidance in recruiting team members and defining strategic roadmap for core service offering.

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Client: Elemica (Supply Chain Mgmt – B2B Commerce), Exton, PA (9/2006 to 3/2008)

Initial Project: Engaged by new CTO to lead critical business projects. Introduced firm to server virtualization and blade server technology platforms to reduce overall footprint 50%. Spearheaded Enterprise Platform Migration project, to transition core business systems to a new operating system.

Leadership Coaching: Hired IT Director, provided coaching and guidance in recruiting new team members. Shaped culture of accountability and empowerment for new team, so members became leaders and specialists in their respected areas of expertise.

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Client: TruMark Financial Credit Union, Trevose, PA (3/2006 to 6/2006)

Initial Project: Served as Interim IT Manager during high-turnover phase, to guide senior management's strategy to restore the department. Assessed infrastructure and issued recommendations for network architecture, security, systems management, and server consolidation.

Leadership Coaching: Recruited, hired and mentored new Network Manager. Coached staff in best practices for IT management.

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Client: AmeriGas (Energy), King of Prussia, PA (11/2005 to 2/2006)

Initial Project: Hand-picked by the new CIO to conduct a technology assessment and a feasibility study regarding migrating to a new network aggregator. Services included provisioning, carrier management and monitoring of 26 satellite locations in the Midwest. Assisted CIO in transitioning projects and assessment information to the new director.

ICG COMMERCE (Business Process Outsourcing), King of Prussia, PA   **2000 to 2005**

<u>IT Director</u>: Recruited to establish Infrastructure Team and commissioned new team of managers and engineers to build the Data Center and infrastructure from ground up. Administered $9 million capex and opex budgets. Delivered 50% cost savings by using decommissioned equipment and applications from existing environments – slashed Disaster Recovery time from 23 to 16 hours. Additionally, reduced licensing costs up to 50% by instituting hardware consolidation and application rationalization programs.

───────────── EDUCATION ─────────────

BA, MANAGEMENT INFORMATION SYSTEMS, <u>Eastern University</u>   **St. Davids, PA**

EMBA, Master of Business Administration, Executive Program, <u>Temple, Fox School of Business</u>   **Philadelphia, PA**

───────────── CERTIFICATIONS ─────────────

JOHN MAXWELL CERTIFIED COACH, SPEAKER & TRAINER, The John Maxwell Team   **2012 to Present**
ITIL Foundation V3 Certification