

# Nirmala Kumar

## EXECUTIVE SUMMARY

Transformational Product Leader and MIT-trained CTO with 20+ years of experience leading enterprise digital transformations and technical product delivery. Specialized in turning complex clinical and technical goals into reliable, scalable, compliant systems. Proven track record in architectural strategy and platform modernization for large-scale organizations (AT&T, Microsoft, Deloitte) and public sector entities. Currently Founder & CEO of SpeakEQ, leveraging high-impact leadership to bridge the gap between engineering depth and C-suite objectives. Expert in reducing delivery risk while maximizing long-term value in high-stakes environments.

## CORE PILLARS OF EXPERTISE

- **Product Strategy & Innovation:** Defining the "North Star" for complex High-Tech products; aligning market needs with engineering feasibility.
- **Architectural Strategy:** Designing resilient, cloud-native frameworks for mission-critical enterprise applications (HL7/FHIR, HIPAA/HITECH).
- **Full-Cycle Delivery:** Navigating the SDLC from algorithmic design to global deployment and CI/CD automation.
- **High-Impact Leadership:** Mentoring high-output teams and modernizing workflows through a lean, startup-focused lens.
- **Technical Product Management:** Translating business goals into precise requirements for \$2B+ scale platforms.

## PROFESSIONAL EXPERIENCE

**SpeakEQ** | *CEO & Founder* | Jan 2025 – Present

- **Visionary Leadership:** Founded and lead a venture-backed (or self-funded) startup focused on [Insert SpeakEQ core mission, e.g., communication analytics/EQ-driven tech].
- **Product Development:** Architected the initial product roadmap, balancing rapid prototyping with long-term scalability and data privacy.
- **Strategic Growth:** Driving business development and GTM strategy, positioning the platform for enterprise adoption.

**County of Sonoma** | *Department Information Systems Manager* | Jan 2024 – Nov 2024

- **EHR Modernization:** Directed the technical vision for department-wide EHR and POS systems, transitioning legacy databases to modern, scalable architectures.
- **Culture Shift:** Implemented GitHub and automated workflows to shift the organization toward a high-velocity, "startup-style" delivery model.
- **Compliance & Data:** Audited and optimized centralized data hubs ensuring HIPAA integrity and actionable business insights.

**King County, WA** | *Senior Project Manager (Enterprise Software)* | July 2018 – Aug 2023

- **Enterprise Scaling:** Led cross-functional teams through the end-to-end delivery of complex enterprise software serving millions of constituents.

- **Stakeholder Alignment:** Navigated complex C-suite/Public-sector requirements to align technical roadmaps with high ROI outcomes.
- **Governance:** Managed full SDLC for mission-critical systems, ensuring zero downtime during major platform upgrades.

**AT&T** | *Project Manager / Product Owner / Scrum Master* | Jan 2016 – Dec 2017

- **High-Visibility Programs:** Managed the "BlackFlag" initiative, bridging Marketing and Engineering for high-stakes programs like Netbond and DirecTV.
- **Agile Transformation:** Led Scrum ceremonies for distributed teams, improving sprint velocity by 25%.

**Deloitte** | *Associate (Tier-1 Telecom focus)* | June 2014 – Oct 2015

- **Release Management:** Managed end-to-end project lifecycles for global Telecom clients, focusing on scope, risk mitigation, and successful market launches.

**Microsoft / AT&T / REI/ Tweddle** | *Program Manager / Technical Consultant* | 2010 – 2013

- **Strategy & QA:** Defined UAT strategy for Microsoft volume licensing; led defect management for Toyota Entune (TGT) and REI eCommerce launches.

#### **EDUCATION & PROFESSIONAL DEVELOPMENT**

- Chief Technology Officer (CTO) Program | Massachusetts Institute of Technology
- M.S Computer Science, East Tennessee University

#### **TECHNICAL SKILLS & COMPLIANCE**

- **Compliance:** HIPAA, HITECH, SOC2, Securities Regulation.
- **EHR/HealthTech Knowledge:** Workflow optimization (Avatar/Cerner style), Data Architecture, Interoperability.
- **Technologies:** Cloud-Native Frameworks, GitHub, CI/CD, Enterprise System Architecture, Technical Product Management (TPM)