TUSHAR Sood

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Technology and Business Executive
Managing People, Process and Technology Innovation for Competitive Advantage

Senior executive with over 13 years of consistent record of growing revenue and profit, improving operational performance and creating winning products. Distinctive blend of skills encompassing thought leadership, technology and operations consulting, product management and building high performance teams.

Areas of expertise:

- Solution Sales and Technology Consulting
- **Strategic Planning**
- Vendor Negotiations
- Leading geographically distributed teams

- **Product and Technology Management**
- Operations Management
- Key Account Management
- People Management

CAREER HIGHLIGHTS

- **Leadership**: Demonstrated track record in building and growing global high-tech organizations (Product Owner of 100+ people company) and business units (within product and services companies).
- **Product and Innovation Management**: Instrumental in establishing a Product Engineering group in a start-up environment and delivering an enterprise class Hospital Information System (HIS) in under two years.
- **Program Management**: HIS Program Manager for a greenfield hospital in Africa region – a $10M portfolio. Earlier, lead the M&A of a complementary product company, defining the integration plans and overall product management strategy.
- **People Management**: Have successfully led team efforts, of both technical resources and SMEs, across geographies with the ability to concurrently manage multiple assignments.
- **Consulting**: Good exposure to hardware sizing and Microsoft product licensing, including Azure/ cloud hosting.
- **Implemented** agile delivery process for HealthFore's flagship product, enabling short time-to- market with excellent understanding of **ISO and CMMi standards**.
- **Onsite** and **presales experience** of interfacing with clients and users from USA, Australia and the Middle East.

PROFESSIONAL EXPERIENCE

HealthFore Technologies Limited (formerly Religare Technologies Ltd.), **Bangalore**   Apr 2007–Present
General Manager (Product Development)

Architected and delivered the organizations' flagship enterprise class Hospital Information System. The role encompassed multiple responsibilities including talent hiring and training, technology evangelism, QMS definition and agile lifecycle implementation. Empowered the product suite by implementing open source solutions like CMS portal, product knowledge base and request management tracker, thus resulting in higher CSAT and repeat business.

Significant accomplishments include:

- **Incubated and led the Product Engineering group**. Defined the strategy, roadmap, processes and methodologies, hired and mentored the core team, implemented and deployed the first beta version (at a hospital) in under six months. The product has hence evolved into an enterprise class application and currently **deployed across multiple care facilities in India, Nigeria and Middle East**.
- Setup HealthFore's **mobile development** practice, building ancillary products on iOS, Android and Windows Store Apps.
- Planned strategic partnerships to complement product offerings, including hosting on third party cloud and Windows Azure.
- Successfully lead the organization through multiple ISO and CMMi audits.

- Key member of the leadership team driving the overall technology roadmap including cloud enablement, mobile initiatives, Azure strategy and Hadoop initiatives.
- Product Manager and Architect of VDMS, Religare and Fortis' IP based product for Contract Research Organizations resulting in yearly savings of over INR 10-15Lakhs per center – early adopter for biometric based identification

Earlier role, in the Financial Services segment (Religare Technova/ Dion Global Solutions), included consulting in Financial Services domain to top Indian broking houses
- Key member of Web 2.0 pre-sales team for Religare Technova's consulting services
- Technology evangelism on various technologies viz. Blackberry development, HP Non-Stop, Business Rules Engines, BPM and various CMS tools
- Received the ***Star award*** for designing and building a Portfolio Management tool, for a leading Wealth Management firm in under 45 days, generating high revenue for the organization

The Timken Company, Bangalore   *July 2001– April 2007*
Systems Analyst

Hired as a rookie, grew through the ranks to independently lead onsite requirement gathering, development and implementation of various business critical Supply Chain and HR Systems for the organization.

Significant accomplishments include:
- Growing Responsibility – Successfully lead the HR Systems India development team through development of multiple modules, with special emphasis of scalability and multi-lingual capabilities
- Played a pivotal role in **transitioning** the HR Systems (Canton, OH) development work to offshore development center in Bangalore, India
- Conceptualized and implemented, offline Talent Management Process (TMP) review with XML based data sync, a first for the organization
- Architected and implemented the global TMP product suite for Timken employees across 25 countries, supporting 11 languages
- Architected and implemented Price Deviation Request app, helping surge deal closure by 17% during the first six months
- Successfully **partnered** with Hyland Software's OnBase DMS for automating the Corporate Shared Services' processes
- Designed and developed over 20 applications for supply chain and HR systems, by independently collecting onsite requirements, designing, coding and implementing across various business teams
- Received the organizations' first ever ***Above and Beyond Call award*** for designing and coding the TMP .Net suite under stringent timelines

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EDUCATION
Masters in Computer Applications, Christ College, Bangalore University 1998-2001

RECOMMENDATIONS
https://www.linkedin.com/in/tusharsood