

PAUL R. GUMMO SPC, MBA, CSM, PMP

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PROGRAM & PROJECT LEADERSHIP

PMI certified Information Systems Manager, with over 20 years of experience in insurance, health care, consulting, manufacturing and financial services. Recognized for strengths in team leadership and project management with unique blend of best practices and customized delivery solutions.

- Scrum & Scaled Agile Framework, SAFe
- Agile & Waterfall Methodologies
- Onshore & Offshore Resource Management
- Business and Technology Liaison
- Employee & Organizational Development
- Custom Application Development
- Package Implementation
- Vendor Management
- Solutions Implementation
- Project Management

PROFESSIONAL EXPERIENCE

Cultivate Agile, Agile Coach / Project Manager **Nov 2017 - Present**

Provider of Agile coaching and Project Management consulting services. Medina OH

MedData (client), national provider of medical billing services

- Project manager for multiple concurrent projects from updating internal billing processes to managing reporting to CMS, The Centers for Medicare & Medicaid Services
- Planning and redesign of overall project management methodologies.

Western Reserve Group, Project / Program Manager **Aug 2014 - Oct 2017**

Regional Property and Casualty Insurance Provider. Wooster, OH

- Leader of the WRG Program Management Office responsible for establishing best practices within both enterprise programs and individual projects. Coached project managers, of varying skill levels, in project management practices and assisted PMs through their earning of PMP and Certified ScrumMaster certifications.
- Assumed the Program Manager role for the largest transformational IT implementation in the company's history. Responsible for program budget, overall program schedule, vendor negotiations, and adherence to project management best practices. Program consisted of over 120 people and twelve (12) projects.
- Agile Champion, responsible for establishing agile best practices and implementation of the Scaled Agile Framework. Regularly met with project managers and made recommendations on better agile practices while working to establish SAFe as an enterprise standard.

Westfield Insurance (contract), PMO Project Manager **Jun 2013 - Jun 2014**

US Property and Casualty Insurance provider. Westfield Center, OH

- Program Testing Project Manager responsible for the setup and delivery of the Systems Integrated Testing phase of Westfield's \$80 million implementation of a new claim processing system, IMPACT. Starting with a program that was focused on 9 distinct projects, steered the program to a single program focused on the delivery of Guidewire ClaimCenter.
- As a PMO Project Manager, aligned entire program to a single vision for testing and project reporting by creating the initial Program Testing plan, Program Test Reporting Dashboard, and Integrated Program Plan.

Progressive Insurance (contract), Project Manager
US Auto Insurance provider. Mayfield Heights, OH

Jun 2012 - May 2013

- Project Manager for the CLUE for PolicyPro project, an effort to implement additional driver discover reporting. Project resulted in over \$90 million in increased revenue over 5 years.
- Coached project team members on new scrum based, agile development methodologies. Often coaching individuals and teams with limited agile development experience. Led teams through the successful adoption of the methodology while delivering the project according to established goals.
- Actively worked with project resources to increase their skills by giving targeted project opportunities outside of employees traditional comfort zone.
- Direct responsibility for a team of sixteen (16) resources across the organization.

King's Medical Group, Director of IT

May 2011 - Apr 2012

Provider of CT and MRI services to health care institutions. Hudson OH

- Partnered with the company's C-Level leadership to establish strategic company goals and implement IT strategies in support of KMG's onsite and remote workforce.
- Directly managed a team of up to twelve (12) designers, developers, testers, technical support and administrative resources. Responsibilities included: hiring & termination, goal setting, employee evaluations, personal improvement plans, salary adjustments, career development, career coaching and conflict resolution.
- Provided technology leadership in the development of a new business offerings, while continuing to support existing products and technologies.
- Actively sought to provide team members with project opportunities in alignment with their individual career goals. In many instances setting stretch goals to provide team members with opportunities to increase their skills outside of their traditional responsibilities.
- Crafted and executed a strategic vision for projects including website development, application development, physical office setup, infrastructure, database management, disaster recovery / business continuity planning and mobile device deployment.

IntelliCorp (contract), Senior Project Manager

Jan 2009 - Apr 2011

Employee verification & background check. Cleveland, OH.

- With requirements from senior IT leadership, created and implemented a custom application development methodology based on PMP and Agile (scrum) methodologies. Worked with development resources to embrace the new methodologies and with non-IT company leadership to understand and accept their new responsibilities within the new processes.
- Managing both domestic and international consultants, led the technical implementation of IntelliCorp's new B2B website, completing a new brand identity and new brand rollout.
- Managed vendor commitment expectations while managing a team of seven (7) professionals.

CTPartners, Senior Project Manager
Global executive search firm. Cleveland, OH

Apr 2007 - Jan 2009

- Led multiple, concurrent application development projects including effort to redesign all of the financial reports used during the Month End Close. After implementation, amount of time needed to analyze reports decreased from hours to minutes.
- Managed the effort to setup new and/or move existing domestic and international CTPartners offices. Directing a team of multiple international technical and non-technical personnel secured and managed building / IT contractors in the host cities throughout Europe, Singapore, Shanghai and South America.
- Matrix reporting responsibility for up to 20 resources across the organization.

Key Bank, Manager
Regional US bank headquartered in Cleveland, OH

Apr 2005 - Apr 2007

- Lead multiple concurrent efforts involving Business Continuity / Disaster Recover, Business Intelligence vendor selection and adoption of agile practices.
- Participated in the policy creation and adoption Key's agile development methodology. Conducted multiple agile training of courses with over 100 participants.
- Managed a team of 12 domestic and international direct reports. Responsible for employee hiring team members, employee evaluations / ranking, salary adjustments.
- Accountable for up to 45 associates from several Key Bank departments in a matrix reporting model.

Brulant – Manager
Local consulting firm serving Fortune 500 companies in Cleveland, OH

Nov 2003 - Mar 2005

Project Manager for clients including Key Bank, Things Remembered and Cole National

Accenture, Manager
International consulting firm, Cleveland, OH office

Dec 1996 - Oct 2003

Progressively increasing responsibility from application developer to team manager for companies including LTV Steel, Cincinnati Financial Corp and American Water Works.

ADDITIONAL EXPERIENCE

Wayne County Career Center, Software Course Instructor **Aug 2013 – Aug 2015**
Joint Vocational School serving Wayne and surrounding counties. Smithville, OH

- Created and delivered curriculum aimed adult students reentering the workforce. Curriculum included Microsoft Office as well as practical IT skills used in the workplace.
- Class size ranged from 2 to 20 students in the Adult and Community Education Program

EDUCATION & CERTIFICATIONS

Scaled Agile Framework, SAFe, 4.5 Certified Program Consultant (SPC4), 2017
Scaled Agile, Boulder CO

MBA, 2010
Walsh University, Canton, OH

Certified Scrum Master (CSM), 2006
Agile Alliance

Project Management Professional (PMP) 2003
Project Management Institute

BS, Industrial Management. Minor: Industrial & Organizational Psychology
The University of Akron, Akron, OH

CONTACT INFORMATION

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