

Morgan Templar

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Chester, WV

Chief Data Executive/Senior Vice President
Strategy · Governance · Transformation

- ✓ Accomplished Executive with proven success changing culture and delivering successful transformation
- ✓ Leading through influence – Consensus builder bringing deep experience in both business and technology organizations applying empathy and unifying strategies
- ✓ Effective in delivering quality improvements in data making it understandable, available and useful
- ✓ Recognized for building strong multi-national teams of highly engaged leaders and individual contributors
- ✓ Technically proficient leading Business and Technology teams in Data Management, Agile Development, Cloud Operations, Software Engineering, Database Management, SaaS, Data Architecture and Modeling, & Business Intelligence/ Reporting – Willing to roll up my sleeves when needed
- ✓ Strategy Delivery – innovative mindset bringing roadmaps, blueprints, playbooks and capabilities to life
- ✓ Transformation Agent who streamlines business and data management product delivery and operations
- ✓ Author of two best-selling books: “Get Governed: Building World Class Data Governance Programs” and “A Culture of Governance”

Executive Highlights

- Digital Transformation leader launched a \$200M information management platform in a multi-tenant, multi-cloud environment at Highmark Health
- Continuous improvement of Data Assets & Quality – Bolstered the data product development process to 98% accuracy by dramatically reducing engineering defects by 73% at HM Health Solutions
- Recognized for a perfect score on the 2020 Employee Engagement survey on the questions “I know what is expected of me” and “Someone at work cares for me” across multi-national teams at Highmark Health
- Elevated the Net Promoter score by 15 points by fostering close collaboration with platform clients on data strategy roadmap development and execution at HM Health Solutions
- Minimized Risks of regulatory and privacy litigation by successfully launching a \$30M data privacy and member consent alignment program, resulting in savings over \$500 Million potential risk at Highmark Health
- Founder and CEO of First CDO Partners, a bootstrap Data Management Services company – strategy, product development, marketing funnel CRM, client satisfaction, global cross-industry collaboration

Professional Experience

First CDO Partners LLC, Pittsburgh, PA
Founder and CEO

May 2023 – Present

As a Founder and the CEO of First CDO Partners I lead the organization and provide our strategy and roadmap. Our Vision: To Create a Better World through Better Information reflects my values. Our company provides a comprehensive suite of services designed to get clients’ data on track and propel business to maximize value through data. As a leader I remain fluent in Data Gap Analysis and Maturity Assessments, Data Strategy Services, and Data Governance

- Deploy full stack Data Management consulting focused on strategy, gaps, business value, and tool enablement
- Bespoke training on data culture & literacy, data strategy, data architecture & engineering, data governance, mastering data, and data quality
- Mentor and champion for Women in Data and Women in Tech – Strong advocate for DEI initiatives

- Sought after speaker on many topics; recently spoke on “Data Value” at DataConnect 2023
- Vendor Partner EDM Council – Serving on three committees: Data ROI, Data Valuation, Cloud Data Management Framework analytics. Co-author of published paper on the ROI of the Data Office. Personally certified: Data management Capability Management framework (DCAM).
- Community involvement activities include coaching, mentoring, speaking, writing and serving on boards

Highmark Health / HM Health Solutions, Inc., Pittsburgh, PA
Vice President, Data & Information Management

September 2019 – August 2022

Established internal partnerships to drive innovative transformation of the data management functions to provide higher ROI and improved Net Promoter Score by 15 points. Wrote the three-year data strategy to bolster the data foundation enabling cloud migration.

- Launched development of a robust \$200M information management platform in a multi-tenant, multi-cloud environment (Google Cloud, Snowflake AWS, Azure), encompassing data governance, classification, tagging, modeling, engineering, quality, master data management, data warehousing and user experience
- Recognized with the “2020 Global Top 100 Innovators in Data and Analytics” Award from Corinium Global Intelligence
- Held P&L accountability for a \$175M annual product portfolio
- Lessened the data product expenses by 20% by instituting efficient CI/CD data processes that expedited product development and delivery
- Bolstered the data product development process to 98% accuracy by dramatically reducing defects by 73%
- Minimized organization-wide regulatory and privacy litigation risks by successfully launching a \$30M data privacy and member consent alignment program, resulting in potential savings over \$X00 Million
- Managed the end-to-end data pipeline, from onboarding new data sources through data engineering and operations to self-service analytics. Directed the development and integration of the Enterprise API Standard Methodology, championed API First
- Recognized for a perfect score on the 2020 Employee Engagement survey on the questions “I know what is expected of me” and “Someone at work cares for me” across multinational teams

Get Governed LLC, Pittsburgh, PA
CEO & Chief Data Evangelist

March 2018 – May 2023

Get Governed furthers the education and knowledge of Data as a discipline. Get Governed LLC holds the IP rights on my original content, including books, learning aids, data products and speaking engagements.

- Focused training and coaching on data culture & literacy, data strategy, data architecture & engineering, data governance, mastering data, data quality, data software engineering, data program design, change management, and fostering trust of data assets to reduce waste and improve value of customer data
- Coach, speak, write and serve on boards of organizations focused on elevating data practices

Cigna, Hartford, CT
Provider Data Governance Officer

January 2019 – August 2019

Directed the global team delivering provider data governance, architecture, delivery and management.

- Developed and executed an effective Data Governance Strategy and Implementation Plan to achieve company-wide adoption of data governance principles. Utilized CMMI to evaluate maturity and progress.
- Accountable for the governance of 1.2M providers’ data with over 32 billion data elements with multinational scope

Blue Shield of California, Rancho Cordova, California
Director, Business Solution Architect

April 2013 – October 2017

Led the strategic planning and execution of Provider Data programs, projects, and governance to drive higher data availability and scalability. Development and delivery of innovative business solutions for provider data management and analytics.

- Led product focused provider data transformation program with matrixed cross-domain business and IT teams moving data from mainframe to data lake in 15 months allowing mainframes to be decommissioned at Blue Shield of California
- Developed and launched Enterprise Data Governance and Chaired the Data Stewards Council for two years
- Leveraged relationships to drive cohesive integrated business process design
- Instituted key data quality dimensions and metrics by managing multi-domain teams to evaluate the performance of three critical payer systems – Provider Information Management, Claims, and Network Management Operations
- Established data analytics capabilities integrating process mapping with two-week service level agreements, KPIs, formal intake and prioritization processes, utilizing Agile development methods

Valley Health System, Winchester, Virginia
Corporate Director – Provider Services

December 2009 – August 2012

Medical Staff Services Director – Provider Contracting, Credentialing, Hospital Privileging, Oversight of owned clinics and employed personnel, Provider Data and Systems, Provider Liaison (6 Hospital System)

- Eliminating duplication of effort for 30% of providers credentialing by introducing centralization of credentialing
- Created physician and student onboarding, Authored Policy & Procedure standards, Facilitated Physician Governance/Peer Review, Provider and Vendor Contract Negotiation
- Achieved 100% Compliance audit scores from CMS, NCQA, and Joint Commission
- Information System Management, P&L Responsibilities

Education

Master of Science in Healthcare Administration, Ohio University, Athens, OH

Bachelor of Science in Public Relations, University of Utah, Salt Lake City, UT

Chief Data Officer Certificate, Carnegie Mellon University, Heinz College Executive Education, Pittsburgh, PA

Certifications

Certified SAFe Agile Leader, SAFe Agile 5, 2020

INFO Designation – Information Coalition, 2018

Six Sigma Green Belt, 2015

CPMSM – Certified Professional in Medical Services Management, National Association Medical Staff Services, 2010 - 2013

Lean Certified – Healthcare and Hospitals, 2009

SEC Licensed Series 7 and Series 63 (Utah, Illinois), 1987 - 1997

Board Membership & Affiliations

Data AI Trust Advisory (DATA) Board Member, TheAssociation.ai; Feb 2024 to present

Industry Advisory Board Member, University of Utah School of Medicine, Biomedical Informatics Post-graduate program, June 2020 – Aug 2022

Chairman of the Board, American Red Cross, Top of Virginia and Shenandoah chapters, July 2010 – Aug 2012

Executive Board Member, Swoon Consulting, May 2022 – Present

Global Board of Advisors, Business of Data, Corinium Global Intelligence, Aug 2020 – Dec 2022

Appearances, Publications

Sought out Keynote Speaker, Author of articles and publications, and Contributor to research papers.

Full list can be viewed on <https://www.morgantemplar.com>

Guest Lecturer:

- University of British Columbia
- London City College
- Harrisburg University

Technology

Experienced executive leading teams utilizing a wide variety of software and technologies:

CLOUD: Google GCP, Snowflake (AWS, GCP), Microsoft Azure, Red Hat Open Shift, Oracle Exadata, Edge servers

ENGINEERING: Big Query, Databricks, Graph QL, SPARK, Informatica BDM, Axway API, Apigee API, Oracle, Informatica CDC, .NET, Python, Java, SAS, Denodo - Data Virtualization, Informatica Powercenter, Message Broker, Sterling sFTP, SQL Developer, Axway Gateway, Springbok, FHIR, PEGA, Github, Gitlab, Netezza, Cobol, EDI, Kafka, Red Hat BRE/JBOS

DATA MANAGEMENT: Informatica EDC, Collibra Data Governance - Lineage, Classification, Glossary, Manta, Collibra Data Quality, Informatica Master Data Management, Informatica Information Data Quality (IDQ), Informatica Quality Analyst, IBM Initiate MDM, IBM Infosphere MDM, One Trust, Erwin Data Modeling, IBM Spark object management

BUSINESS SYSTEMS: Facets, McKesson / Change Healthcare Network Management System, EPIC, NASCO, Cactus, Medkinetics, CAQH, NPDB, OIG/SAM, NPES, SharePoint, MS Teams, Google office, Microsoft Office, Medium

AGILE DEVELOPMENT: Atlassian JIRA, Version One, Digital AI, Agility, Trello, Planview, Acclaim, Agility.io, Github

DATABASES: GCP Big Query, Teradata, DB2, Mongo DB, Cloudera, Apache Hadoop, Oracle, Netezza, Facets, NASCO, Cobol Mainframe, Neo4J, Snowflake, Hortonworks

ERM/CRM: Salesforce, Hubspot, Oracle, Peoplesoft, Workday, PEGA

BUSINESS INTELLIGENCE/REPORTING: Business Objects, Documentum, SQL, Toad, My SQL, SAS BI, Cognos, Power BI, Tableau, Qlik, Qlikview, Python, R Studio, Looker, Oracle BI, Planview

Skills List:

Data Management Executive, Executive Leadership, Technology Executive, Client Relationship Management, Public Relations, Negotiation, Information Management Executive, Enterprise Information Management - EIM, P&L Accountability, Balance Sheet, Growth, Time Management, Prioritization, Delegation, Risk Management, Public Speaker, Industry Thought Leader, Building Leadership Teams, Strategy, Innovation, Planning, Roadmaps, Software Development Leadership, Data Engineering Leadership, Data Governance, Product Management, Data Standards, Data Management, Data Classification,

Data Catalog, Data Lineage, Data Quality, Master Data Management, Digital Transformation, Cloud Migration, Team Building, Mentor, Advocate, Agile Development Leadership, Project Management, Program Management, Communication, Data Storytelling, Data Architect, Solution Architect