

JOHN P. MCCARTAN

Enterprise Growth & Transformation Executive

636.219.7609 • jmccartan@hotmail.com • www.johnmccartan.com • linkedin.com/in/johnpmccartan

EXECUTIVE PROFILE

A dual-threat technology executive with three decades of building, scaling, and turning around technology businesses. Combines deep technology fluency — including the latest in GenAI, Copilot, and agentic capabilities — with executive business acumen and a proven track record of P&L leadership across multi-state geographies. Equally comfortable in a CFO ROI conversation and a live agent demo, and able to translate either into measurable enterprise outcomes.

Currently advises Fortune 500 leaders at Microsoft on AI-enabled transformation across strategic accounts including American Airlines, Goodyear, FedEx, and Enterprise Mobility — drawing on a foundation of helping scale Quilogy from \$7M to \$40M, owning a \$20M+ multi-state P&L at Sogeti / Capgemini, and launching new markets from scratch.

SIGNATURE OUTCOMES

GROWTH BUILT	P&L OWNED	TEAMS LED	MARKETS LAUNCHED
\$7M → \$40M	\$20M+	150+	\$0 → \$3.5M
Helped scale Quilogy across a decade and six progressive leadership roles.	Multi-state Sogeti / Capgemini consulting practice (IA + NE).	IT professionals and business developers across multiple firms.	Built Quilogy's Nashville office from scratch — 1 to 28 employees in 17 months.

EXECUTIVE CAPABILITIES

Growth & P&L Leadership • AI & Digital Transformation • Market Expansion • Executive Client Engagement • Turn-around & Start-up • High-Performing Team Building • Solution Sales Leadership • Strategic Planning • Product Development • System Architecture

SELECTED LEADERSHIP EXPERIENCE

MICROSOFT CORPORATION

Senior Enterprise AI Business Process Solution Specialist

Redmond, WA • January 2022 – Present

Trusted advisor to enterprise executives on AI-enabled transformation. The dual-threat combination of deep technology fluency (Copilot, agents, Power Platform, Azure) and executive business acumen moves CXOs from AI curiosity to operational adoption — orchestrating cross-functional Microsoft, partner, and customer teams to translate emerging GenAI capability into ROI-grounded business cases at strategic accounts.

- **American Airlines — AI agent program:** Stood up multiple Copilot AI agents across compliance, Q&A, marketing, and investor relations. The Cargo compliance agent helps AA avoid potential \$10K-per-shipment regulatory fines. Built executive maker community through office hours sessions reaching 100+ attendees.

- **Goodyear — competitive displacement:** Led \$363K Power Automate win replacing a legacy RPA platform — published Microsoft Win Wire and a foothold for further Power Platform expansion (including SAP connector).
- **Enterprise Mobility — pipeline catalysis:** Catalyzed a \$700K+ Fleet Management data initiative and re-energized stalled deals through Innovation Hub workshops, AI Tour engagement, and an Enterprise Executive Briefing centered on AI.
- **FedEx — executive briefing:** Delivered a senior-leadership EBC on AI-driven marketing yielding eight follow-on initiatives, including a 'Brand Copilot' agent. Strengthened the Microsoft–FedEx partnership at the executive level.
- **Itron — account protection:** Prevented a Power Platform license reduction (~\$100K protected) by orchestrating an Innovation Hub session that re-anchored the customer's modernization roadmap.
- **Multi-account orchestration:** Drove 23-customer participation at Power Platform Conference 2025 (16 from American Airlines, 2 Executive Track) and a 100+ attendee Patterns-of-Value session at Berkshire — recognized by event leadership for the depth of executive engagement.
- **CXO consultative selling:** Engage CFO, CIO, CSO, CRO, and CTO personas with industry-relevant, outcome-driven conversations that position Copilot and AI as strategic enablers for productivity, decision intelligence, and connected use cases across the enterprise.

SOGETI, PART OF CAPGEMINI

Vice President — Iowa and Nebraska

Des Moines, IA • January 2018 – January 2022

Owned multi-state P&L for the Capgemini-owned global engineering services brand — a 25,000-professional, 15-country firm delivering Cloud, Cybersecurity, Digital Manufacturing, and QA solutions. Served on the U.S. executive leadership team during a period of rapid market expansion.

- Owned \$20M+ revenue across two geographies (Iowa and Nebraska) and reported into the U.S. executive leadership team.
- Led a 150-person consulting practice and a 5-person business-development team responsible for client portfolio direction and growth.
- Negotiated contracts and pricing directly with executive-level IT leaders across the territory.
- Built executive-level relationships with the IT leadership community across both states, expanding Sogeti's brand presence and pipeline.
- Recruited, built, and reinforced delivery talent during a period of rapid market expansion — including senior architects, project managers, and front-line consulting leaders.

QUILOGY (FORMERLY SOLUTECH)

Six progressive executive roles — Senior Consultant → VP, CRM and ERP National Practice

St. Charles, MO / Nashville, TN / Des Moines, IA • 1996 – 2006

Helped scale Quilogy from \$7M to \$40M in revenue over a decade, progressing through six executive leadership roles and reporting directly to the President & CEO for nine of the ten years. Contributing member of Quilogy's Executive Business Leadership Team, which set strategic direction, formulated new offerings, and executed on company vision.

Vice President — CRM and ERP National Practice • *St. Charles, MO • 2005 – 2006*

- **Delivered 33% of Quilogy's overall profit in FY 2005** through results of the CRM and Great Plains practices.

- Finalized exclusive deal with Factiva (Dow Jones / Reuters joint venture) and led a 30-city road show with Microsoft to take the Quilogy/Factiva CRM offering to market.
- Directed 5 CRM and 3 Great Plains implementations over a 6-month period; staff of 10 with \$2.5M annual sales quota.
- Initiated aggressive recruiting and retention measures to attract new staff to the practice.

Vice President & General Manager, St. Louis • *St. Charles, MO* • 2003 – 2005

- **Reversed negative growth** at Quilogy's flagship 50-consultant, \$9.5M St. Louis practice and reinvigorated employee morale.
- Oversaw a \$1.5M wireless-handheld engagement that became a marquee Quilogy case study.
- Re-designed the firm's employee review process to incorporate client feedback and objective performance measures — subsequently adopted firm-wide.
- Built executive-level relationships with new and existing clients across the St. Louis market.

Vice President — Business Development • *St. Charles, MO* • 2001 – 2003

- Led \$12M roll-up sales budget across 6 Quilogy branch offices, each with a General Manager.
- Established a new Strategy consulting practice offering IT Strategy, IT Project Portfolio Analysis, and IT Project Auditing — hired delivery team, developed offerings, generated new clientele.
- **Microsoft Field Sales nomination** to Microsoft Partner Advisory Council — provided direct feedback to Microsoft Redmond product groups on future Microsoft products and platforms.
- Re-designed and implemented an improved variable compensation plan for the General Manager position.

Vice President — Sales and Marketing • *St. Charles, MO* • 2000 – 2001

- Led 25-person sales force across 12 locations against a \$40M sales budget; reported directly to the CEO.
- Instituted process and metrics for sales activities and pipeline; led adoption of Solution Selling® methodology firm-wide.
- Led the company's re-branding from Solutech to Quilogy across 12 national re-branding events — one in each Quilogy location.
- Provided press, public relations, and community involvement leadership for the firm.

Regional Director • *St. Charles, MO* • 1999 – 2000

- Led sales and delivery efforts across 6 field offices producing \$15M in revenue, with P&L roll-up responsibility.
- Identified, promoted, and shared best practices across multiple Quilogy offices.
- Significantly improved local relationships with key partners including Microsoft and Oracle.

General Manager, Nashville • *Nashville, TN* • 1997 – 1999

- **Launched Nashville office from \$0 to \$3.5M revenue and 1 to 28 employees in 17 months.**
- Secured initial \$1.5M consulting engagement with major entertainment company — architected and directed a re-write of a royalty rights management system from mainframe to web platform.
- Spearheaded Quilogy's entrance into Oracle technology; established 1 of only 9 worldwide Oracle Education Partners.
- Led all phases of the start-up operation — office space build-out, equipment, market awareness, and local hiring — with autonomous business, HR, and client engagement decision rights.

Senior Consultant & Practice Manager • *Des Moines, IA* • 1996 – 1997

- Led multiple consulting engagements and teams of 4–6 developers; mentored new employees in technical and project-management skills.

- Delivered \$800K property management system for a major financial services organization.
- Authored a technology course on Active Server Pages with two other consultants — developed before vendor-certified material was available, generating \$500K+ in revenue.

HEALTH OUTCOMES SCIENCES

VP of Innovation / National Director, Professional Services

Overland Park, KS • January 2012 – November 2016

Senior Leadership Team member for a precision medicine SaaS company — led the journey from product to first revenue and first enterprise clients across the U.S. healthcare market.

- Designed and delivered the implementation services architecture that brought ePRISM® — the company's patented precision-medicine decision-support platform — to first revenue and to 10+ marquee U.S. healthcare facilities.
- Built the client service and support structure that fed customer signal back into the product roadmap, validating the precision-medicine model.
- Represented the company on healthcare industry standards boards and initiatives, building enterprise credibility for an emerging SaaS company.
- Developed and refined implementation processes for new product sets and client bases; led strategic initiatives for client satisfaction and engagement.
- Leveraged emerging technologies (including public cloud) to advance the product set.

LIGHTEDGE SOLUTIONS

Director, Cloud Integration Services

Des Moines, IA • November 2016 – December 2017

Led Cloud Integration Services for an enterprise-grade cloud, colocation, and consulting provider serving customers with sophisticated, mission-critical IT requirements — backed by industry-leading security and 24/7/365 NOC monitoring.

- Expanded LightEdge's addressable market by integrating public cloud offerings (AWS, Azure, GCP) with the company's enterprise-grade private cloud and colocation services.
- Led Compute, Storage, and Application Delivery Professional Services lines while growing the client base and deepening existing relationships.
- Grew consulting practice staff through net-new hires and developing existing staff.
- Active member of the Professional Services leadership team during a period of cloud-first repositioning.

EARLIER LEADERSHIP ROLES (1992 – 2013)

THISSPACE, INC.

President and Owner • *Des Moines, IA • January 2010 – January 2013*

- Founded company with 2 key clients secured at launch.
- Responsible for all phases of the business including delivery, invoicing, and client management.
- Delivered solutions to 10 marquee healthcare facilities across the U.S.
- Managed multiple initiatives simultaneously while quickly grasping new environments and technologies.

SOGETI USA LLC

Director, Microsoft Practice • *Des Moines, IA • 2009 – 2010*

- Iowa Microsoft Professional Services lead; ensured client satisfaction and successful delivery of engagements leveraging Microsoft technologies.
- Developed and supported sales of new client engagements; built and managed relationships with new and existing clients.
- Key team member helping customers establish a vision for technology use to solve business problems with acceptable risk and return.
- Enhanced relationships with local Microsoft Account Teams to increase Sogeti's visibility and engagement with Microsoft customers.

MICROSTRATEGY

Director, Professional Services — Central US • *HQ McLean, VA* • 2008 – 2009

- Increased services revenue in region from \$1.2M to \$1.6M (33% YoY growth) at 35%+ gross margin in 2008.
- 100%+ increase in active services clients in the region.
- Built and managed relationships with new and existing clients; defined and executed system implementation plans managing to budget and solution requirements.

HERSHEY SYSTEMS, INC.

Director, Professional Services • *Des Moines, IA* • 2007 – 2008

- Built and implemented plan for growing professional services revenue in the Higher Education software market.
- Implemented a professional services P&L to manage profitability by project; authored a new statement of work standard template for the firm.
- Managed multiple successful client engagements implementing the company's software; recruited and hired delivery professionals.

PCUBED (PROGRAM PLANNING PROFESSIONALS)

Senior Account Manager / Principal Consultant • *Chicago, IL* • 2006 – 2007

- Led profitable growth in this emerging market; engaged with organizations to evaluate, manage, and execute portfolios of IT programs and projects.
- Drove all aspects of new business development for the Chicagoland market — hiring, team building, market awareness; managed P&L for Chicago market.
- Active in Technology Executive Club of Chicago, Project Management Institute (PMI), and Microsoft Project Association (MPA).

MCGLADREY & PULLEN, LLC

Consultant • *Des Moines, IA* • 1996

- IT consulting analyzing, defining, and delivering client solutions using Oracle Forms, Visual Basic, and PowerBuilder over Oracle and SQL Server back-ends.

THE PRINCIPAL FINANCIAL GROUP

Systems Analyst • *Des Moines, IA* • 1992 – 1996

- Mainframe CICS online and batch system development for Group Life and Health Insurance billing and census management at this Fortune 100 financial services firm.
- Team leader in re-writing and maintaining mission-critical business solutions; full lifecycle delivery in a high-transaction environment.

- Pioneered the firm's use of mainframe data on the PC platform — delivered underwriting applications enabling experience analysis and rating.

EDUCATION

- **MBA, Executive MBA Program** — Washington University, Olin Business School (St. Louis, MO • 2006). Global Tycoon Business Strategy Winner.
- **Executive Leadership Residency, 'Doing Business in China'** — Fudan University, School of Management (Shanghai, China • 2006).
- **BS, Business Administration & Computer Science (Double Major, Summa Cum Laude)** — Morningside College (Sioux City, IA • 1992). Scholarship Baseball Player; Academic All-Conference Honors.

RECOGNITION & THOUGHT LEADERSHIP

- **Microsoft Partner Advisory Council** — field-nominated member providing direct feedback to Microsoft Redmond product groups on future product and platform direction.
- **Microsoft Tablet PC Launch presentations** — delivered jointly with Microsoft C-level executives across 6 launch events in the Central U.S.
- **Microsoft Tech-Ed (USA and Europe)** — presented complex protocol-translation work integrating Amazon.com transactions with IBM mainframe via SNA Server / COM Transaction Integrator.
- **Technical Reviewer** — Pure Visual Basic by Dan Fox.
- Authored **Active Server Pages course** delivered before Microsoft Official Curriculum was available; generated \$500K+ in revenue.
- **Founding member** — St. Louis Chapter, International Association of Microsoft Certified Partners (IAMCP).
- **Active Microsoft & industry certifications (13)** — AI Transformation Leader, AI Business Professional, Power Platform, Dynamics 365 (CRM and ERP), Azure (AI, Data, Solutions, Infrastructure), AWS, SAFe. Earlier industry credentials: Fellow, Life Management Institute (FLMI); Health Insurance Associate (HIAA). 33 Microsoft exams passed total.

SELECTED PROJECT EXPERIENCE

- **Real-Time Inventory Management System** — Executive leadership for a real-time inventory tracking system architected on Service-Oriented Architecture (SOA). Mobile front-end on hand-held devices updated inventory via wireless network and printed invoices via Bluetooth. Team of 11 developers.
- **Music Catalog Royalty Rights Management System** — Re-wrote a major music publisher's mainframe royalty system as a web-server / database application; complex commission algorithms required sub-second response time matching legacy mainframe performance. Team of 6 developers.
- **Electronic Medical Records System** — Lead architect and designer; implemented three-tier object-oriented design separating business services, UI, and data services for ease of parallel development and component reuse. Team of 7 developers.
- **Insurance Business Management System** — Lead architect, data modeler, and project manager for a complete re-design and web-based implementation covering Policy Issue, Billing, Notice of Cancel, Reinstatement, and Amendments. Team of 4.
- **Host Integration Server (SNA Server 4.0)** — Spearheaded implementation enabling Amazon.com transactions to invoke IBM mainframe CICS via COM Transaction Integrator for real-time book inventory across U.S. warehouses. At Microsoft's request, presented this work at Microsoft Tech-Ed USA and Europe.

- **Underwriter Decision Support System** — System architect and technical lead for a group-health insurance decision-support system. Real-time extracts from VSAM into DB2 on mainframe, then Sybase MDI gateway out to Excel for what-if analysis and experience rating by underwriters. Team of 4.

TECHNICAL BACKGROUND

Application Architecture and Development • Project Leadership and Management • Envisioning, Planning, Delivering Results

AI, Agents & Copilot: Microsoft 365 Copilot, Copilot Studio (custom agents, connectors, knowledge), Azure AI Foundry, Azure OpenAI Service, Azure AI Search, GitHub Copilot; generative AI patterns including retrieval-augmented generation (RAG), prompt engineering, agentic workflows, and Model Context Protocol; Responsible AI and AI governance.

Microsoft Business Applications: Power Platform (Power Apps, Power Automate, Power Pages, Power BI), Microsoft Dataverse, Dynamics 365 (Customer Engagement and Finance & Operations).

Cloud Platforms: Microsoft Azure, Amazon Web Services (AWS), Google Cloud Platform (GCP); cloud-native architectural patterns including microservices, API-first integration, and event-driven design.

Data, Analytics & Integration: Microsoft Fabric, Power BI, SQL Server, Oracle, DB2; data modeling and architecture, HL7 / FHIR healthcare interoperability, XML / XSLT, REST and SOAP integration.

Application Development: C#, JavaScript / ECMAScript, SQL, HTML / CSS, .NET; Visual Studio and GitHub.

Productivity & Collaboration: Microsoft 365 (Teams, SharePoint, OneDrive, Outlook, Excel, Word, Visio, OneNote, Forms, Lists), Microsoft Project.

Industry Domains: Aviation & Logistics, Healthcare, Financial Services, Insurance, Manufacturing, Energy & Utilities, Higher Education, Entertainment.

Technical Heritage: Deep delivery foundations from earlier in career — PowerBuilder (Certified Developer & Instructor, CPD / CPI), Visual Basic / VBA, COBOL, C, Pascal, Oracle Forms / PL/SQL, IBM mainframe (CICS, DB2, RS/6000), MicroStrategy product suite, Tablet PC platform, SOA, jQuery, Bootstrap, SharePoint Portal Server, MS Access. Earlier Microsoft technical certifications: MCSD, MCSE, MCP, MCT.

ENDORSEMENT

Reference letter from the President & CEO of Quilogy. I reported to the President & CEO for nine of my ten years with Quilogy during which time I helped build Quilogy from a \$7M to a \$40M company.

John McCartan was an employee at Quilogy from 1996 through 2006. Originally hired as a consultant in our Des Moines, Iowa office, John's talent and skill at understanding technology, client needs, and business leadership resulted in rapid and successful professional growth at our company. During his employment at Quilogy he held the positions of General Manager, Vice-President of Sales, Vice-President of Operations, and Vice-President of Business Systems.

John's first major assignment was in Nashville, Tennessee where he started a new office and grew it into one of the most profitable offices in our 14-location operation. After establishing that office, he moved to St. Louis to take the position of Vice-President of Sales where he played a key role in rapidly growing our sales and continuing further development of our sales team. When a need arose to place an executive as the head of our St. Louis office John took that position as Vice-President of Operations. Later, when we needed a special focus on growing our Great Plains and CRM business John stepped up to run this division of our operation as Vice-President of Business Systems.

John also was an integral member of our Business Leadership Team. This team is comprised of the top executives of our company, responsible for establishing a strategy and monitoring the overall business to make sure that the company is achieving profitable growth.

During almost all of John's time at Quilogy he reported directly to me. He showed himself to be a competent, creative, and knowledgeable executive. He played a significant role in Quilogy's success over the past 10 years.

— Randy Schilling, President & CEO, Quilogy