

Dr. Tom Love

Professional Software Risk Mitigator

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www.shoulderscorp.com

Profile

Experienced software executive responsible for large and quite small agile development projects with a track record of delivering projects on time, on spec and on budget. Successfully delivered 40 software development projects and participated in many more consulting projects since completing graduate school in 1975.

Experience

ShouldersCorp: Founder and Chief Executive Officer **1997 - Present**

Leading consulting team to help restructure all legacy information systems at Veterans Health Administration using agile methods. Project began in September 2005 and is on-going..

Selected to participate in Industry Advisory Council working group to advise the Federal Government and the Department of Veterans Affairs on "how to modernize or reengineer VistA, VA's award winning Electronic Medical Records (EMR) system."

Launch Advisor for leading edge rich media services company providing an IDE for Web DVD developers.

Invited instructor for DoD's Defense Acquisition University.

On board of directors of AVIcode, Inc. – a .NET application monitoring tools company – in the process of being acquired.

Led planning project for trading software firm to scope a major new trading system product to be developed in Boston, Paris and St. Petersburg, Russia.

Worked as expert witness for billion-dollar company in a dispute with acquired company over "earn out provisions". Dispute settled.

Program manager for ADP's Internet-based Payroll and HR application to serve thousands of small to medium sized companies and all their employees. Project grew to over 175 people -- 18 of whom were provided by ShouldersCorp. 5 development cycles were completed on time, on spec and on budget.

Program manager for three development cycles at Silicon Valley startup delivering high performance Internet search capability and catalog applications for Fortune 50 engineering firms, including GE.

Program manager with technical responsibility for a business critical development project to deliver a demonstration application in 45 business days. Application involved 20 Java screens, 42 Java business classes, publish and subscribe middleware, a persistence

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mechanism and an Oracle database. Delivered all agreed functionality on day 45. Client was World Travel Partners, the third largest meeting planning company in the US.

Consultant: 1995 - 1997

Program manager with technical and commercial responsibility for a 100-business day, Java development project for MBA, a 200-person manufacturing software company. Specified, designed, developed and tested a globally distributed order management system for process manufacturing companies. Delivered all agreed functionality, on time and under budget. Also helped raise \$13m in equity financing for the company by developing a business plan, making presentations to investors, arranging meetings, and assisting in negotiations.

Program manager with technical and commercial responsibility for a 100-calendar day, Java development project. Product was an international equity risk management system built for Infinity Financial, a SunGard Company. Delivered all agreed functionality on time, on spec and on budget. Target user was an individual investor involved with international investments. Had thousands of users the first day from over 100 countries. Negotiated and consummated partnering agreements with IBM and Dow Jones as a part of the project.

Contract CEO for WorldStreet, a start-up company in Cambridge, MA. Objective was to build an integrated system for emerging market traders, risk managers and salespersons. Completed business plan, financing, product specification, staffing of technical organization, prototype development, and initial product development. Also initiated, negotiated and consummated two major technology acquisitions and two rounds of financing in 12 months. Company acquired by Thomson Financial.

Completed successful 90-day legal, technical and commercial "extraction" of small software company from a complex multi-year, fixed-price, development contract. Resolution involved a new development contract, a complete release from the prior contract, the right to sell software components, and a bottom line profit of 20%.

Morgan Stanley: Managing Director -- 1994 - 1995

Hired to lead newly consolidated application development group of professionals, build centralized infrastructure for trading systems, analytics and risk management, and institute major changes in development process to improve quality. Managed budget of \$50m and 225 people in NYC, London and Tokyo.

Successfully delivered major projects for the Global High Yield desk, the corporate treasury function and the firm-wide Credit Risk Management department. The risk management application was completed 7 months ahead of schedule by restarting the project with new technology choices; it became operational two days before the Barings' announcement and subsequent collapse. The development investment was repaid in 2 days!

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IBM: Vice President -- 1993 - 1994

1993-1994 Vice President (Managing Partner) White Plains, NY

Created and staffed commercial application development business unit. Became highest utilization group in IBM Consulting. Booked \$60m of newly acquired development revenue in 14 months with Chubb, American Express, Ralston, BellSouth, USAA, Principal, MCI, Federal Express, and St. Paul Insurance. Largest project was personal financial planning system for AmEx / IDS – a \$32m multi-year contract.

Built world-class team of over 150 consultants to deliver projects on time and within budget. Was personally involved in closing every deal.

--- plus prior experience with GE, ITT, and Stepstone --

Education

1975 University of Washington, Seattle, WA; Ph.D., Cognitive Psychology

1970 University of Alabama, Tuscaloosa, AL; BS, Psychology and Mathematics

Skills

Has successfully delivered more than a dozen agile development projects on time, on spec and on budget at ShouldersCorp. A pioneer in

- Agile development methods having completed his first such project in 1996,
- Object oriented programming having started the first OO products company in 1983, organized a group to develop ACM's OOPSLA conference, was the first commercial user of Smalltalk, and wrote the book, Object Lessons in 1993.
- Software Psychology having organized the Software Psychology Society in the metro DC area in 1976.

References

"Tom was responsible for delivering the highest quality new software product in the 50 year history of our firm." VP of ADP

"The group that Tom put together at IBM directly led to over \$5b of current annual revenue." Founder OpenHealthTools and the Eclipse Foundation

"Tom was the business guy behind Stepstone and Objective-C -- which is now the programming language used to build iPhone applications" in the 2009 book, **The Masterminds of Programming**