Tom Deaderick, MBA

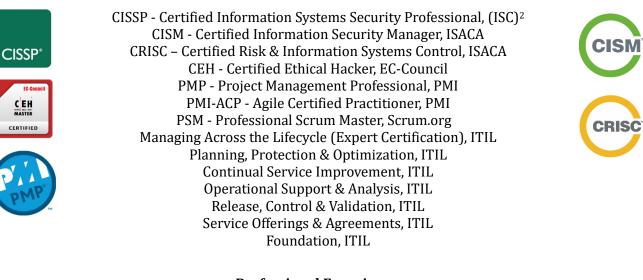Jonesborough, TN | 423.863.8708 | Tom@TomDeaderick.com

Sr. Information Security Executive

Proactive and success-driven Sr. Information Security Executive with a solid reputation for integrating cutting-edge technology to achieve innovative business solutions. A confident leader with a passion for technology and the relentless pursuit of process improvement. An exceptional multi-tasker and delegator who embraces challenges and is highly-adept at leading positive change.

Key Skills & Expertise

- ✓ Business Intelligence & Analytics
- ✓ Project & Program Management
- ✓ Technology Needs Analysis
- ✓ IT Policy & Procedure Formulation
- ✓ Strategic Planning & Tactical Execution
- ✓ Building & Leading Engaged Teams
- ✓ Large Scale Operations Leadership
- ✓ System Architecture & Design

Professional Certifications

CISSP - Certified Information Systems Security Professional, (ISC)[2]
CISM - Certified Information Security Manager, ISACA
CRISC – Certified Risk & Information Systems Control, ISACA
CEH - Certified Ethical Hacker, EC-Council
PMP - Project Management Professional, PMI
PMI-ACP - Agile Certified Practitioner, PMI
PSM - Professional Scrum Master, Scrum.org
Managing Across the Lifecycle (Expert Certification), ITIL
Planning, Protection & Optimization, ITIL
Continual Service Improvement, ITIL
Operational Support & Analysis, ITIL
Release, Control & Validation, ITIL
Service Offerings & Agreements, ITIL
Foundation, ITIL

Professional Experience

HCA Healthcare – Nashville, TN   2022 – Present
Senior Director Access Management (IAM)
Direct company IAM operations (10 managers & 132 access coordinators) in provisioning over 665 thousand employees and non-employees.

- Strategically reorganized department, introducing specialization that increased efficiency and service quality: achieving a 27% increase in provisioned requests *while* achieving *record* SLA performance.
- Replaced afterhours on call support with company's first 24x7 Access Team, aligning with hospital needs *while* saving $75k annually.
- Directing one of the company's largest departments, achieved an 86% employee engagement score (10% higher than the company average).
- Developed innovative rolebasing concepts and analytics to increase day one ready-to-work access.
- Drove process improvement for emergency provisioning during hurricanes and nurse strikes that Sr. Director of Service Operations described as "better than ever before".
- Developed "Fiero" employee achievement system (https://www.tomdeaderick.com/fiero).

HCA Healthcare – Nashville, TN   2019 – 2022
Manager of Identity and Access Controls
Direct a team of Information Protection & Security (IPS) division analysts in the design, implementation and monitoring of identity and access controls for the enterprise, leveraging Big Data capabilities.

- Partner with business and product owners on design, implementation and monitoring of automated business rules leveraging Big Data to facilitate compliance.
- Develop rolebasing analytics for Application & EDW access management, and champion rolebasing within organization.
- Lead initiatives to strengthen controls for enterprise's strategic and sensitive data.
- Mesh the Identity and Access Program into the IPS Risk Management Program.
- Sustain and enhance ISAM (Information Systems Account Management) processes for all systems requiring user access.
- Create and advise on enterprise standards, policies, procedures and toolkits.

MISSION HEALTH - Asheville, NC (acquired by HCA)   2014 – 2019
Manager of Identity & Information Security Access Management (IAM) (2016 – 2019)
Direct a team of nine in the Identity and Access Management (IAM) Department. Accountable for budget; lead all hiring and training of the team. In charge of information security, identify management, and provisioning operations for 17,000 users.
- Created a rolebasing model for conversion of 13,000+ user-level access controls into 3,400 role-based access controls; designed a virtuous-cycle process for continual role refinement.
- Restructured third-party onboarding process; leading cross-functional team through requirement gathering, function-point evaluation, product selection and organizational training.
- Championed new risk assessment and project intake process, leveraging quantitative risk analysis methodology.
- Leveraged PowerShell, SSIS, and SQL for analytics and administrative activities that include batch unused account disabling aggregation of users, and security groups.
- Developed enterprise security operations KPI dashboard.
- Advised functional and project teams on security process and implementation.

Manager of IT Field Services (2014 – 2016)
Directed a team of 25 System Engineers, Project Managers, and Technicians, supporting workstation imaging, hardware/printer updates for 13,000 users. Provided hands-on support to every major project/deployment.
- Planned and coordinated numerous major IT deployments that included hardware assessments, gap analysis/recommendations, deployments, and go-live support.
- Developed richly detailed processes and documentations, standardized critical tasks such as deployments, office moves, hardware selection, safety evaluations, and project prioritization.
- Restructured the organization's workstation refresh initiative ($2.7M) into a sophisticated data-driven model using MS SCCM data.
- Identified the need for greater imaging/package management and led the team in a year-long implementation of Microsoft SCCM while simultaneously maintaining other critical project deadlines.
- Implemented a team vision *(Operational Consistency)* and maintained a prioritized project flight plan and Kanban process.

HOLSTON MEDICAL GROUP – Kingsport, TN   2006 - 2014
<u>**Director of Business Development | PM | Analyst**</u>
Brought on board to start up the first Tier-III Certified commercial data center in the country for a multi-specialty physician group with 1,000+ employees. Oversaw and managed a team of six; led all hiring and ongoing training of the team.

Subsidiary Launch
- Created detailed business plans and five-year forecast models for an HMG subsidiary OnePartner Acquired $2.3M in venture capital investment, launched company, and managed all data center operations.

Data Center Launch
- Led the successful launch of a new $10M commercial data center. Authored a $1.3M winning grant proposal from The Virginia Tobacco Commission to fund the new data center.
- Spearheaded the initial business plan, five-year forecasts, stakeholder interviews, capital solicitation, identified/sequenced project deliverables, hired key positions, obtained certifications, ensured hardware specification/delivery, services activation, and market launch.
- Directed all post-launch initiatives that included colocation services design, demand generation, client oversight, and marketing.

Business Development
- Defined design concepts, identified opportunities, and compiled/analyzed competitive research.
- Designed three-point (PERT) models which forecasted revenues/project costs and provided ROI reports to Executive leadership.
- Created business models and financial forecasts for a variety of enterprise initiatives that included new clinical and technical services (research SMO, hosted EMR, IaaS, data licensing).
- Developed Business Requirement Documents (BRDs), by gathering project requirements, objectives, and deliverables; leveraged strong technical proficiencies (SQL) and business expertise for budgets/forecast models.

INTELLITHOUGHT – Kingsport, TN   2001 - 2006
<u>**President**</u>
Hired as the President of a 90-person Microsoft Gold Certified IT Service Provider. Maintained personal responsibility for 60 direct clients, developed hundreds of Business Requirement Documents (BRDs), authored all proposals/design documents, and managed SDLC for hundreds of client projects.

- Achieved 45% YOY revenue growth from 2001 to 2005 and a 25% increase in 2006.
- Spearheaded a key initiative to diversify the client base; started with 95% of revenue generated from a single client to successfully having 60% of annual business revenue coming from a variety of clients.

BLACKFIN - Atlanta, GA   2000 - 2001
<u>**Director of Product Marketing**</u>
Developed marketing collateral and authored supply chain management white papers for a software startup.

TRUCKBAY - Atlanta, GA   2000 - 2000
<u>**Director of Product Development**</u>
A key member of the leadership team for a trucking fleet equipment vertical market startup. In charge of the SDLC of the online inventory system, search engine, and all documentation.

- Created and implemented a JAVA/MySQL application that cross-referenced product inventory with procurement records of eight companies to identify the best-negotiated price.

E-STEEL, New York, NY   1999 - 2000
Integration Product Manager
Product Manager for a steel industry vertical market startup. Interviewed steel industry executives, developed knowledge of procurement processes, and documented business requirements.

- Conceived, designed and managed the software development of the E-STEEL DataJet, a SQL web application that became the company's prize innovation. Within months of deployment, 95% of all postings on the exchange were processed by DataJet.

EASTMAN CHEMICAL COMPANY – Kingsport, TN   1989 - 1999
Technical Service Rep | Business Research Analyst (1998 – 1999)
Strategy & Business Research Analyst (1997 – 1998)
IT Analyst (1996 – 1997)
Technical Service Rep (1989 – 1996)
Fast-track promotions through increasingly responsible positions. Recognized for leading a number of key company innovations including an industry-first online parametric product selector, a corporate standard intranet framework, and an eCommerce systems/Eastman link featured as a key ad campaign.

- Conceptualized and developed the company's first web content (plastic product specifications and marketing); created 1,300 of the company's initial 1,500 web pages.
- Built 3D computer finite-element-models for injection-molding thermoplastic clients; provided structural/mold-filling analysis and created detailed recommendations for design/tooling options.
- Performed hundreds of injection mold design reviews and recommended changes to clients for improved processing; created a design/engineering handbook.
- Managed six UNIX (Sparc) workstations and six SGI IRIX workstations; received Unix administration training from Sun Microsystems.
- Chosen by peers to receive the department's *Top Performer Award.*

Authored Works

Flightsuit (2013), Flightpack (2014), Deep Dark: A Bedtime Tale (2016),
Lifeflash (2016), The Lazarus Spear (2017), Flightspawn (2019) and Try-Catch (2021).

Education

Milligan College - Elizabethton, TN
Master of Business Administration (MBA), Health Sector Management, Dec 2018

East Tennessee State University - Johnson City, TN
Bachelor of Science (BS), Engineering Design Technology

[Online cover letter](#)