

Bio
Antonio ("Tony") Parham

Tony Parham has diverse skill sets which span multiple domains -- including private sector initiatives, public sector projects and christian ministry.

In the private sector, Tony is a seasoned, innovative executive, with a track record of leading high-profile initiatives. He has over 30 years' experience of business and technology leadership across a wide range of business sizes, from startups to large enterprises. He is a strategic planner and self-starter, proficient at business plan creation, partnership development, new venture creation, assembling high performance teams, managing extended virtual teams and program management.

He currently serves as SVP, Head of Core Sales Optimization for the Workplace Investing Business Unit of Fidelity Investments. In that role he leads initiatives to rapidly scale sales to small businesses in the "Core Market" -- i.e. those with \$1M to \$50M in Assets Under Administration (AUA).

He has worked for or consulted to a variety of renowned corporations, including: Analysis Group, AT&T, Bell Telephone Laboratories, Clintara, CrossTech Ventures, Harte-Hanks, Hewlett-Packard, IBM, Lotus Development Corporation, Mattapan Community Health Center, Microsoft Corporation, New Covenant, New Marketing Labs, Quantum Associates, The Pulse Network and TKG Management Consulting.

In the public sector, Tony has most notably served as Government Innovation Officer (GIO) for the Commonwealth of Massachusetts, advising the Governor and executive branch leaders in identifying, funding and managing execution of high-impact, business-transformation projects. As the first Chief Innovation Officer for the Commonwealth, the GIO was accountable for increasing internal government efficiencies and for the improved experience of outside stakeholders such as residents, businesses and local governments.

"Pastor Tony" has also had impact as an ordained Christian minister. He served as the Executive Pastor ("Executive Administrator") for a startup ministry (now called [Jubilee Christian Church](#)), helping it to become one of the largest Christian ministries in New England. He also served in a variety of forums, including:

- Served as member of the ministerial staff, and Superintendent of Sunday School classes (~30 teachers, ~200 adults and youth) for [Bethel AME Church](#).
- Trained young pastors at Christian Faith University in Benin City, Nigeria.
- Preached (via interpreter) at large revivals in Nigeria.
- [Preached to the Christian Fellowship at Harvard Business School](#)
- Provided executive coaching to pastors.
- Launched and leads the men's ministry at King's Park International Church in Durham, NC.
- Serves as a marriage counselor and marriage workshop facilitator.
- Other ministry activities, as described in more detail below.

Additional information is available at www.tonyparham.com and www.TKGministries.org.

Additional details...
**Tony's diverse skill sets span multiple domains, including christian ministry,
public sector projects and private sector initiatives.**

Christian Ministry

- Launched and leads the Men's Ministry for [Kings Park International Church](#)
- Served as member of the ministerial staff, and Superintendent of Sunday School classes (adults and youth) for [Bethel AME Church](#).
- Founder of TKG Ministries: As an ordained minister, Tony (along with his wife, "Dr. Lynda") periodically minister in various venues and formats, including preaching, marriage workshops, premarital counseling, individual counseling, mentorship, broadcast radio programs, written publications, etc. (More information regarding TKG Ministries is available at www.TKGministries.org)
- Provided executive coaching for pastors.
- Served on the Board of the Christian Economic Development Association (CEDA). CEDA is an interdenominational, multi-cultural, multi-racial, faith-based financial concepts organization. CEDA's mission is to provide inspiration, information, relationships, resources and opportunities (through a variety of programs and support services) to help individuals and businesses increase their economic success.
- A variety of roles for Jubilee Christian Church: www.jubileebronx.org
 - Served as the first COO / Executive Administrator
 - Managed all operations (3 years) and staff (3-10 employees, 100+ volunteers): Directed the construction of new administrative offices. Selected and installed multi-user computer system to automate office and accounting processes. Improved all financial procedures. Guided vendor selection and contract negotiation for all projects. Created and edited a variety of publications (print, audio, video). Directed acquisition, financing and construction of a \$3M real estate project.
 - Served as VP and Treasurer of the Board of Directors (8 years).
 - Served as founding Co-Chair of the Cultural Life Center Organizing Committee. (Formed and directed a team to acquire and develop 18 acres of state land for a 5,000 seat auditorium, several community service facilities and 62 units of high-quality, affordable, single-family housing.)
 - Served on the planning and development team / Advisory Board for the Covenant Family Counseling Ministries (CFCM).
 - Served as Board Chairman for Axiom Records (Music Label)
- Served on the Board of Advisors of New Creations Christian School in Richmond, Indiana (www.newcreationschapel.org).
- Serving as a PREP / CPREP marriage workshop facilitator.
 - PREP (Prevention and Relationship Enhancement Program) and CPREP (Christian Prevention and Relationship Enhancement Program) are comprehensive marriage enhancement programs. Tony is a Level 3 Certified PREP / CPREP instructor. For more info regarding PREP or CPREP, visit: www.prepinc.com

Public Sector Projects

In the not-for-profit/governmental arenas, Tony has served in a variety of roles:

- Served as the [Government Innovation Officer](#) for the Commonwealth of Massachusetts state government, which, at the time, was a \$36B+ entity with 141 agencies and 67,000 employees across the Executive Branch. As the first Chief Innovation Officer for the Commonwealth, the GIO was accountable for increasing internal government efficiencies and for the improved experience of outside stakeholders such as residents, businesses and local governments. Key GIO accomplishments are described in the GIO's annual reports for [2013](#) and [2014](#).
- Provided executive coaching for leaders of not-for-profit social agencies
- Created business plan, marketing plan and operations plan for a professional athlete's new venture (high-end clothing / fashions) with both for-profit and not-for-profit (academic scholarships) missions
- For Hurricane Katrina evacuees:
 - Steered strategy/creation of operations, processes and web-based systems for a new consortium (Mass Faith Helps) to assist state entities, faith-based organizations and social-service agencies in meeting needs of Hurricane Katrina evacuees.
 - Formalized Massachusetts state-wide evacuee processes for Children's Services of Roxbury, and enhanced messages to key audiences (such as Massachusetts' Executive Office of Health and Human Services)
 - Crafted detailed \$14.7M proposal (in response to a national RFP) to create a multi-state-consortium to address needs of evacuees throughout New England.
 - Example TKG-Katrina documents may be viewed at: www.tkgweb.com/katrinaexamples.html
- Created a research report and a Job Readiness Resource Guide for The High Risk Youth Network (HRYN), a public planning process to strengthen agencies and the system of services for youth at high risk in Boston.
 - Example TKG-HRYN documents may be viewed at: www.tkgweb.com/hrynexamples.html
- Served in several capacities for the MIT Sloan School of Management, including: Board of Governors, Guest Lecturer in Marketing Department, Board Member for Sloan's Not-for-Profit Internship Program, Sloan Improvement Task Force, Facilitator for Professional Conduct Training, Panelist for High Tech Marketing Conference, Core Curriculum Redesign Committee, Career Profile Panelist, Recruiting & Career Development Office Task Force, Advisor for Socially Responsible Business Club, Summer Internship Program, Student Admissions Committee.
- Wellesley ABC (A Better Chance), Inc. (www.wellesleyabc.org) As Resident Director (4 academic years), managed the student and facility operations for this local branch of a national academic program for talented minority students (www.abetterchance.org). Also served on Wellesley ABC's Board of Directors (7 years) as Student Selection Committee Chairperson.
- Served on the Board of Directors (Executive Committee, Assistant Treasurer, Search Committee, By-Laws Revision) of the Mattapan Community Health Center (MCHC). Tony and the board helped MCHC to regain its footing after a difficult period. A Boston Globe editorial described the board's and management's work as "a remarkable turnaround." (www.mattapanchc.org)

Private Sector Initiatives

Tony has served as Director of Technology / Chief Technology Officer for [Clintara LLC](#), Executive Director for New Marketing Labs, LLC (which was later absorbed into [The Pulse Network](#)) and performed a variety of consulting engagements (including strategy, market research and analysis). He also launched, operated and sold a new retail fitness business.

As Managing Director at TKG Management Consulting, Tony provided management consulting services to a variety of organizations (including "Fortune 100" size firms, start-ups and not-for-profits).

Earlier in his career, Tony worked for IBM Software Group, where he managed a \$42 million budget (\$300M ROI) and shaped IBM Software Group's e-business strategy, guiding IBM Software Group to become a market leader in doing business via the web with customers, partners, influencers and employees. He was also founding Co-chair of IBM's Massachusetts Diversity Council.

Prior to his IBM roles, Tony held a variety of positions at Lotus Development Corporation, where he was responsible for: e-business strategy, marketing & business partner programs for the Telco & ISP Solutions Division, product marketing for AT&T Network Notes, product management for Lotus Notes (installed base doubled to 1.4M licenses) and product management for UNIX Products. He was also a key/senior member of LEAD (Lotus Employees of African Descent), which worked to improve diversity throughout key Lotus positions.

Tony joined Lotus from ADDAX, an IT Consulting Firm. Prior to that, Tony worked for Quantum Associates as a management consultant to Fortune 500 Clients. Tony has also been a senior software engineer at Lotus, Hewlett-Packard and Bell Telephone Laboratories.

Board History

- William Peace University, Raleigh, NC: Board of Trustees
- Council for Entrepreneurial Development, Durham, NC: Board of Directors
- Governor's Council for Innovation, Commonwealth of Massachusetts: Chair
- MIT Sloan School of Management, Cambridge, MA: Board of Governors
- Christian Economic Development Association, Boston, MA: Board of Directors
- Mattapan Community Health Center, Boston, MA: Board of Directors
- Axiom Entertainment Group, Boston, MA: Chairman
- New Covenant Christian Center / Jubilee Christian Church, Boston, MA: Board of Directors; Vice President & Treasurer

Education

Tony holds an M.S. in Management from the MIT Sloan School of Management.

- *Concentrations:* Corporate Strategy, Marketing, Entrepreneurship.
- *Awards/Activities:* Seley Scholar (Sloan's highest honor), Exxon Fellow, National Black MBA Association Barbara Stubblefield Scholar, Master's Program Committee Representative, New Venture Association, Ethics Task Force, Marketing Teaching Assistant, Chairperson: Minority Business Club, Finalist: Boston Consulting Group's Strategy Competition.

Tony also earned an M.S. in Computer Science from the University of Southern California and a B.S. in Computer Science from MIT.