Rick Young

DATA & AI EXECUTIVE · STRATEGY, AGENTIC AI, GOVERNANCE · ATLANTA

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EXECUTIVE PROFILE

Data & AI executive who builds the data strategy, governance, platforms, and organizations of Fortune 1000 enterprises in insurance, payments, healthcare and life sciences, manufacturing, and financial services. Designed the Chief Data & Analytics Officer organization a Fortune 500 company took to its board and funded; led the enterprise Data & AI governance model and data marketplace adopted across three business units of the world's largest payments technology company; delivered single-source-of-truth platforms, trusted master data, AI agents in production, and responsible AI governance on NIST AI RMF and ISO 42001, with the business cases presented to boards and executive committees.

SELECTED IMPACT

- Chief Data & Analytics Officer organization for a Fortune 500 company: enterprise data strategy, the CDAO organization and operating model, and the analytics center of excellence, presented to the board; first CDAO hired, $15M program funded, $25M in realized value, including $10M a year of repetitive data preparation eliminated by a single source of truth.
- Enterprise Data & AI governance and data marketplace at the world's largest payments technology company: governance model adopted across three business units (authorization, fraud, analytics), 300 certified data assets as governed data products, time to value for new analytics products cut from weeks to days.
- $15M AI modernization of a large U.S. insurer's core applications, funded on a business case presented to the board and priced on outcomes: legacy technical debt retired through generative AI code refactoring and agentic process redesign; year one, change failure rate and mean time to recovery down 30%, time to value cut in half.
- Platform and data rationalization: a Snowflake enterprise platform live in six months at the nation's largest home title insurer, retiring three warehouses and dozens of spreadmarts; machine-learning entity resolution unifying 1M customer and 10M contact records at the nation's largest cooperative bank (90% auto-match, stewardship down 45%).
- Data and AI organizations built and led: teams of 18 to 70+ across the US and UK spanning data engineering, analytics, and AI; P&L and budget responsibility from $3M to $20M+; leaders hired, mentored, and promoted (six promoted at Sikich).

CORE COMPETENCIES

- Enterprise Data & AI Strategy
- Generative & Agentic AI, Process Redesign
- AI Adoption & Change Management
- Data Governance Operating Models
- Trusted Data: MDM & Entity Resolution
- Data Quality, Lineage & Pipeline Observability
- Responsible AI Governance (NIST AI RMF, ISO 42001)
- AI Use-Case Prioritization & Value Realization
- Data Organization Design, Talent & Mentoring
- Semantic Layer & Certified Data Products
- Data Architecture & Cloud Platform Modernization
- Executive & Board Engagement, Budget & Vendors

Platforms Microsoft Fabric and Azure, Databricks, Snowflake, Google Cloud, Collibra, Power BI; Oracle, Dynamics 365, Salesforce.

PROFESSIONAL EXPERIENCE

Sikich, LLC · Chicago, IL — SEPTEMBER 2023 – PRESENT

Managing Senior Director, Data & AI

Founded the firm's Data & AI practice in September 2023 and lead it: an 18-person team hired from two, $3M in its second full year and on track for $5M+, P&L, eight named offerings, the AI Solutions Studio, and delivery on Microsoft Fabric, Databricks, and Snowflake for Fortune 1000 clients.

- Led the Data & AI strategy behind a large U.S. insurer's $15M, three-year AI modernization program: generative AI refactoring of core legacy applications, AI-enabled development-lifecycle practices, and agentic process redesign; presented the $5M year-one business case to the board; program priced on outcomes (year-one results above).
- Enterprise Data & AI strategy for a clinical-stage biotech from 27 stakeholder interviews: an AI innovation operating model, a governance council on NIST AI RMF, a change management plan, and a single-source-of-truth platform with a data catalog as the context layer for agents; the first production agent removes 42 hours a week of manual reporting across three teams.
- AI use cases prioritized by value and readiness, then delivered: $45M and $21M in annual value identified across the top five opportunities at two clients, with $2.1M of spend flagged on three high-risk initiatives; an AI analytics platform across a five-plant discrete manufacturer (reporting time down 93%, operational efficiency up 24%, $12M a year saved); production planning cut from 72 hours to 4 and $18M+ in added annual revenue at a custom equipment manufacturer.
- Responsible AI governance on NIST AI RMF and ISO 42001 for regulated manufacturers and utilities: use-case inventories, risk tiers covering bias and explainability, lifecycle controls, and guardrails for Copilot adoption; AI-driven lineage, metadata, and pipeline monitoring cutting manual lineage effort 80%, metadata upkeep 70%, and pipeline downtime 90%.

- Enterprise Data & AI strategy for an Am Law 100 law firm, then its first enterprise data platform on Microsoft Fabric, new Power BI analytics, and AI models for its subrogation lawyers.
- AI-ready data estates for multi-plant manufacturers, distributors, and a multi-line insurer: data quality and readiness scoring, target architectures on Microsoft Fabric and Databricks unifying separate ERPs into one governed, analytics-ready layer, and phased roadmaps with the business case; the customer master data strategy for consolidating four legacy ERPs at a leading manufacturer and distributor (roadmap funded; data governance operating model live in 2026).

North Highland · Atlanta, GA — JANUARY 2022 – SEPTEMBER 2023

Managing AVP, Data & AI

Led the global Data & Analytics practice, 70+ consultants across the US and UK and $20M+ in revenue, as generative AI arrived: enterprise data strategy, governance, master data, analytics, and the first generative AI capabilities.

- Enterprise Data & AI governance strategy, roadmap, and data marketplace for the world's largest payments technology company, presented to its technology board: adopted across three business units (authorization, fraud, analytics); 300 certified data assets; time to value for new analytics products cut from weeks to days.
- MDM and data governance strategy for the nation's largest cooperative bank, then a commercial MDM platform across Salesforce and three core lending and leasing systems with machine-learning entity resolution and data quality: 1M customer and 10M contact records unified, 90% auto-match, manual stewardship down 45%.
- Data strategy and demand forecasting for a top global maltster: grain waste down 25%, rail car overages down 20%.

ThreeBridge Solutions · Atlanta, GA — DECEMBER 2018 – JANUARY 2022

Partner, Data & Analytics Practice

Led the Data & Analytics practice, the 3sage team grown inside ThreeBridge to 25 consultants and $10M+ in revenue: data strategy, governance, MDM, analytics, and machine learning across industries.

- Enterprise data transformation for the nation's largest home title insurance company: strategy and roadmap, governance, MDM strategy and vendor selection, and the Snowflake enterprise platform live in six months, retiring three warehouses and dozens of spreadmarts; customer master live in nine months across four core platforms.
- Future-leader program and AI talent pipeline for a large credit bureau: the training that onboarded data engineers and scientists onto large-scale Google Cloud AI programs; two cohorts of six, twelve placed within twelve months.

3sage Consulting, LLC · Atlanta, GA — OCTOBER 2009 – DECEMBER 2018

Founder & CEO

Founded and led an enterprise data management and analytics consultancy: 24 consultants, $8–10M in revenue, eight enterprise clients (most Fortune 1000); acquired by ThreeBridge Solutions in January 2019.

- Engagement partner for the Data-Driven Transformation at a Fortune 500 financial hardware, software, and services company: enterprise data strategy, the CDAO organization and operating model presented to the board, and the enterprise data platform (results above).
- Governance strategy for a Fortune 100 health payer's first enterprise data lake: PII and PHI governance across about 20 source systems with the client's architects and compliance officers; Collibra catalog adopted by roughly 100 analysts.
- Enterprise information management, governance, and MDM strategy, then a custom MDM solution, for a Fortune 15 healthcare IT provider, with the restructuring that created one IT organization accountable for information assets.

Earlier career Principal Consultant, Systems Evolution (2003–2009) · Senior Consultant, PwC (1999–2003)

EDUCATION

- B.S., Decision Information Science, University of Florida

THOUGHT LEADERSHIP & SPEAKING

- "Why an 'Outcome-First' Mindset Is Essential for Turning AI into Measurable ROI", Automation.com, July 2026
- "How Manufacturers Can Move AI From Pilot to Production", Quality Digest, July 2026
- Quoted in "5 tips for transforming company data into new revenue streams", CIO.com, April 2025
- Speaker, Microsoft Community Summit 2025 ("Get to Yes with AI"); TAG Data Governance Society panels, 2019 and 2026

RECOGNITION & AFFILIATIONS

- 2026 Top Artificial Intelligence Consultants and Leaders, The Consulting Report
- Co-founder, TAG Data Governance Society (2012); board member, TAG Data Science & AI Society (2018–2020)