ANDREW HUGHES

STRATEGY, INNOVATION & TECHNOLOGY LEADER

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Helping organizations tackle consequential problems and turn promising opportunities into meaningful progress.

I work with founders and executives on important opportunities and challenges that don't fit neatly within an established function. My background spans new venture development, product strategy, technology leadership, and organizational transformation. I've worked inside complex enterprises and alongside entrepreneurs building new businesses, and I enjoy stepping into unfamiliar territory, figuring out what needs to happen, and helping make it happen.

A few examples of my experience

- **Building new businesses:** As Chief of Staff and operating partner at DAST, I helped grow a consulting business to $5M in revenue and establish a technology venture studio. I worked across product development, partnerships, fundraising, and operations, developing roadmaps for four portfolio companies and a framework for evaluating, launching, or discontinuing new ventures.
- **Connecting opportunities across an organization:** At MISO, I recognized that different grid-planning teams were independently investing in similar technology capabilities. I developed a strategy for a shared Grid Analysis Platform and began aligning existing technology initiatives with that direction.
- **Applying emerging technology to real problems:** At MISO, I championed an agentic AI approach to modernizing complex grid-model translation, selecting a technical partner and bringing engineering and architecture specialists together to develop the solution.
- **Building and improving organizations:** At TRIMEDX, I built the company's first internal software quality function and helped establish new engineering practices. I later led DevOps and Service Delivery, managing a team of 15 and helping improve organizational effectiveness.

Where I could help

I'm exploring leadership opportunities in strategy, innovation, new ventures, product, and technology, particularly with organizations tackling consequential problems or pursuing ambitious opportunities for growth and change.

I'm also available immediately for paid project or fractional engagements. I could be especially useful to a founder or executive who needs someone to:

- Evaluate a new business or product opportunity and develop a practical path forward.
- Take ownership of an important strategic initiative that needs momentum but doesn't have a dedicated leader.
- Identify opportunities to apply AI to meaningful business problems and coordinate the work needed to pursue them.
- Help a growing organization establish stronger product priorities, teams, or operating capabilities.
- Bring business and technical stakeholders together to move a complicated initiative forward.

I'm open to full-time leadership roles, defined projects, and ongoing part-time engagements. I do some of my best work alongside founders and executives who are pursuing something ambitious and need someone they can trust to help make it happen.

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