

TONY RAHMAN

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Professional Summary

Proven track record driving high-impact initiatives as IC and people-leader across Fortune 500s, startups, and regulated sectors. Expert at bridging the gap between data insights and cross-functional execution to drive world-class results. Drives mission-critical initiatives as Program/Project/Product Manager, Business & Data Analyst, and Licensing Specialist, combining expansive technical and business fluency, operational rigor, teamwork, and a servant-leadership mindset.

Key Skills

Program & Project Leadership · Program Management · Product Management · SDLC Methodologies (Agile, Scrum, Waterfall, Hybrid) · Strategic Planning · Risk Management · Change Management · Forecasting · Budgeting · Vendor & Offshore Team Management · Stakeholder Engagement · Sales & Marketing Enablement · Team Building · Servant-Leader with Empathy

Technical & Analytical Expertise · Software Requirements & Design · API Compliance & Testing · Software Security · Privacy, Standards & Legal Compliance · UAT · A/B Testing · Metrics Reporting · Process Analysis & Improvement · Data Analysis & Visualization · SQL · Python · AI/ML · Prompt Engineering · Power Automate · Power Apps · Power BI · Fabric · IoT · HMI (human-machine interface)

Tools & Platforms · Office Suite · SharePoint · Visio · Visual Studio · Microsoft Project · JIRA · Asana · Trello · DevOps · Advanced Excel · Web & Mobile Applications · Desktop Software · Localization & Globalization · CRM Platforms (Dynamics, Salesforce)

Creative & Communication Skills · Solution Design & Delivery · Workflow Map · UI/UX Design · BRD/FRD · SOP · Roadmap · Charter · Process Maps · WBS · Leadership Reports · Stakeholder Mapping · Communication Plan · Strategic Storytelling · Cross-Functional Collaboration · Customer Service Management · Navigating Ambiguity & Complexity

Published Author of open-source programming microcontrollers and automating devices [book](#).

Professional Experience

MICROSOFT (*Consultant for Capgemini-Sogeti*) **2025 - 2026**

ENTERPRISE CLIENTS LICENSING SPECIALIST

- Responsible for creating and managing \$100M+ of Volume Licensing deals within Microsoft's Tech for Social Impact organization; specialized in building accurate, compliant, and customer-centric licensing solutions for nonprofit organizations across the Americas and international markets. Creating New agreements, Renewals, and Supplemental/True-Up, ensuring every deal aligns with Microsoft policy and global licensing rules.
- Expertise in Microsoft Enterprise products, licensing programs, discount frameworks, and pricing models, to structure deals that balance compliance, cost-efficiency, and long-term customer value.
- Collaboration and partnership with Commercial Executives, Sales teams, Legal, Finance and Support & Operations and interpreted complex licensing scenarios, and guided stakeholders toward the right commercial path.
- Custom tools and RPA development, process improvements and ensured data accuracy and deal integrity; used various reporting and analysis tools (Power BI, PowerApps, Excel, Dynamics, Copilot Studio for AI agents, and more).

MICROSOFT (*Consultant for Launch*) 2019 - 2025

SENIOR BUSINESS & DATA ANALYST

Led Microsoft Partners Licensing and stakeholder operations for Business Services Operations across the Americas, ensuring data integrity, predictive insights, and risk mitigation in fast-paced environments.

- Conducted high-stakes data investigations leveraging human and AI-driven analytics using Power Automate, Copilot, and Power Query to cleanse datasets, accelerate RCA, data insights and deliver actionable intelligence.
- Unified cross-functional global teams through compelling business narratives, bridging Sales Ops and Product Development to drive accountability and process excellence, prepare QBRs, track KPIs, OKRs.
- Delivered real-time reporting and scalable documentation, consistently surpassing SLA targets and streamlining error resolution.

MICROSOFT (*Consultant for HCL America*) 2016 - 2019

SENIOR PRODUCT MANAGER

Championed major initiatives across product development and technical delivery, serving as Product Owner and Scrum Master to deliver scalable agile practices in dynamic delivery cycles.

- Designed and deployed a global CRM-integrated tracking app for multimillion-dollar marketing campaigns, transforming complexity into clarity.
- Led offshore development teams, ensuring seamless execution and strategic alignment across functions.
- Owned backlog, budget, and KPI reporting, schedule, resource planning and allocation, QBR, BRD, demos, presentations, crafting executive-level narratives that secured stakeholder engagement.

SNOHOMISH COUNTY IT (*1-year contract*) 2015 - 2016

SR. BUSINESS ANALYST

Modernized legacy systems for Planning & Development Services, driving digital transformation and operational efficiency, as well as a self-service portal for all permitting in the County.

- Crafted comprehensive business cases, FRP, BRD, executive presentations, change management frameworks, and onboarding plans that turned ambiguity into clear, actionable strategies, earning swift Executive Council approval.
- Designed end-to-end workflows with county stakeholders embedding strategic planning and continuous improvement, self-servicing portal for county-wide permitting process and status.

MICROSOFT (*FTE*) 1997 – 2014

PRINCIPAL PROGRAM MANAGER

Delivered complex portfolios across PaaS, SaaS, Embedded OS, and Desktop, leading high-impact B2B, B2C initiatives in various groups (Windows OS, SQL, Office, PSS, Windows Media, CELA/LCA).

- Progressed from IC to senior leadership, managing up to 15 developers and test engineers, then leading multiple PMs and large portfolios as Group PM.
- Built deep expertise in QA, development, and program management, enabling holistic delivery from architecture to execution.
- Designed, collaborated, and delivered solutions including incubations and scaling for high-volume customers from zero-to-one.
- Partnered with legal and compliance teams to ensure regulatory alignment in highly regulated sectors.
- Designed and delivered multiple innovative products that won high-praise from executives and customers alike saving the company millions in support cost in the process.
- Managed backlog, budgets, and KPIs with precision, driving strategic execution.
- Presented at global forums (WWW consortium, Privacy Forum) on best practice and for partners' education.
- Earned patents and Gold Star awards, cementing a legacy of innovation, contribution and leadership.
- Owned API compliance for all new releases from Microsoft working with development and legal teams.

Education & Professional Development

CALIFORNIA STATE UNIVERSITY

Bachelor, Computer Information System & Business Administration

STANFORD UNIVERSITY

Professional Education, Advanced Computer Security, Building an AI-Enabled Organization

UNIVERSITY OF MARYLAND

Applied Scrum, Agile, Lean for Program Managers

Certifications

• CIPP/US • Security, Cryptography • Scrum • Agile Program Management • Google Program Management • AI, ML • Data Science • Data Analytics • Excel BI, Visualizations • Tableau • Power BI • SQL • Neural Networks • Python (for analysis, ML) • Gen AI and AI Agent Creation, and more.

Volunteering/Community Engagement

• Coding for Kids (Teacher) • Treehouse for Kids (Mentor) • EarthCorps (Habitat Restoration) • Food Lifeline • Animal Welfare