

Kate Winter

Strategist | People Leader | Business Optimizer

Passionate professional with 20 years transforming business operations and energizing teams around a shared vision.

Deep industry experience in:

- Healthcare
- Pharmacy
- Nonprofit management

Functional expertise in:

- Leadership
- Organizational transformation
- Strategic planning and execution
- Product, project, and program management
- Relationship management
- Consumer experience

Advancing education at the Carlson School of Management in the MBA program with an emphasis on Finance and Strategic Management, and eager to use my experience to help mission-driven businesses build and grow sustainably.

EDUCATION

UNIVERSITY OF MINNESOTA, Carlson School of Management, Minneapolis, MN

Candidate for **Master of Business Administration**

May 2025

Emphases: **Finance and Strategic Management**

College of Continuing Education

Master of Biological Science Emphasis: **Pharmacology**

January 2013

College of Biological Science

Bachelor of Science – **Biology**

May 2007

CERTIFICATIONS

Certified Scrum Master – Scrum Alliance

June 2021

Change Management Practitioner – ProSci

Feb 2020

EXPERIENCE

MEDICA, Minneapolis, MN (*Regional health benefit plan*)

Group Product Manager

August 2023-August 2024

- Contracted to lead cross-functional teams through transformation from project based work to a product operating model
- Coached technology leaders and business executives on practical applications of agile methodology and decision-making
- Lead Executive working group to architect a provider engagement and data strategy with the goal of 90% digitized provider interactions by 2028
- Defined organizational hierarchy of 60+ technology products with roadmaps and success metrics
- Supported and mentored a team of 12 former tactical business analysts to become strategic Product Owners

FOUNDATION FOR ESSENTIAL NEEDS, Minneapolis, MN (*Non-profit consultancy solving food insecurity MN*)

Board President

January 2021 – Present

- Provide strategic leadership to the organization transitioning from a working to governing Board of Directors
- Collaborated as part of the task force convened to craft the organization's first formal 3-year strategic plan and designed a system to measure implementation
- Initiated and oversaw development of executive-level financial reporting, equipping board members with current and forecasted data to inform decision-making and safeguard organizational sustainability
- Coach staff through user research, product discovery, evaluation, and operationalization of the organization's flagship data product

GRAVIE, Minneapolis, MN (*Consumer-centric health benefits company*)

Product Manager

March 2022 - June 2023

- Fostered strong working relationships and trust with Executives to the front-line users by communicating long-term product strategy and near-term priorities for consumer-facing digital health and fintech products
- Delivered 3 new technology implementations with 3rd party customers in 6 months
- Increased new registrations of member app by 30% each month after building a feature to acquire new class of users
- Led cross-functional collaborations with UX, architecture, engineering, and QA to design and implement strategic improvements to the broker, employer, and member experience

OMCARE, Minneapolis, MN (*Medtech startup providing remote care & medication adherence*)

Director of Clinical Integration and Product Management

September 2020 - March 2022

- Secured first client with customized pilot for the region's leading senior care organization, infusing an innovative medication adherence device into their strategic plan
- Built relationships with strategic partners and pharmacies to design value proposition for Omcare platform and service in senior homes
- Strategized and executed development plans of new medical device with proprietary software, hardware, companion mobile app, web dashboard and tiered service offerings
- Maintained 18-month product roadmap, 3-year vision, and summary of voice of customer research to align engineering team to company vision for go-to-market strategy
- Coached, supervised and mentored User Experience and Customer Service Teams
- Presented quarterly updates and recommendations to the Board of Directors

BRIGHT HEALTH, Minneapolis, MN (*Value-Based Care health insurance company*)

Lead Clinical Consultant, External Clients

December 2018 - September 2020

- Rebuilt relationships with health system leadership teams through stakeholder interviews and listening sessions to build shared understanding of pain points and opportunities to meet goals in value based care agreements, ultimately creating a framework for interactions with future partners
- Managed team of 4 Clinical Consultants to evaluate market data and develop strategic recommendations to reach clinical goals set forth in Value Based Care agreements
- Developed KPIs and reporting dashboard products to communicate market performance to C-suite and Board of Directors
- Leveraged data to stratify member population for targeted outreach strategies to increase Annual Wellness Visit rates in Medicare Advantage and dual eligible populations
- Presented quarterly clinical performance reports to Senior Executives to communicate status of value based care contracts
- Built and led change management strategy for department of 4 teams during software pivot

M HEALTH FAIRVIEW, Minneapolis, MN

Quality and Research Supervisor

November 2017 – December 2018

- Managed clinic operations for Univ. of Minnesota Center for Bleeding and Clotting Disorders
- Led clinical research portfolio of five highly regulated rare bleeding disorder trials
- Developed support group for rare bleeding disorder from concept to regular meetings
- Drove quality improvement initiatives related to patient experience, HIPAA security, and patient safety
- Selected by senior management to provide a recommendation for new employee management system for M Health Fairview's 34,000 employees

Ambulatory Infusion Business Coordinator

November 2015 – November 2017

- Project managed business development, revenue cycle management, and process improvement plans for 5 specialty infusion and oncology ambulatory pharmacies in the Twin Cities
- Selected by leadership from competitive pool of 400 candidates for exclusive leadership development cohort program, culminating in a capstone project that became a change management framework used by multiple departments
- Led a team of finance specialists; saved 1.0 FTE and \$500k in write offs by eliminating handoffs
- Transitioned 500+ nurses and other clinical practitioners to new technology for managing drug dispensing, focused on creating workflows that fit their established processes

Clinical Research Program Coordinator

January 2012 – November 2015

- Managed financial and regulatory success of a portfolio of 5-10 clinical drug trials at a time
- Fostered relationships with pharmaceutical companies to be selected as trial site
- Created SOPs and policies to create efficient, predictable processes