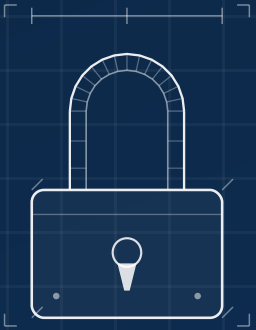


ROBERT BRYANT



EST 2004

REV 2026 · 22 YRS

Turning technology into a lever of **enterprise value** — across VC-funded hypergrowth, PE-backed portfolios, and multi-site MSP/MSSP operations.

LOCATION

Tempe, AZ

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22

YEARS IN IT

14+

M&A EFFORTS

2

PRE-IPO READINESS

\$100M+

CLIENT SAVINGS

SECURITY & COMPLIANCE · FRAMEWORKS DELIVERED

CMMC

FR
FedRAMP

NIST



V O L V O

BANK OF AMERICA

SKYWORKS

SOURCE

the hoxton

Nammo

YAKIMA

BEATSTARS

Airborne

IDC

PROUD
SOURCE
SPRING WATER

BISHOPS
CUTS / COLOR

01

PROFILE

TWO DECADES, ONE UNBROKEN
CLIMB — ENGINEER TO MULTI-
ORG EXECUTIVE.

Across 22 years — 14+ M&A integrations and two pre-IPO readiness programs — delivering \$1B+ in M&A value protection and \$130M+ in operational gains across healthcare, fintech, renewable energy, defense, and manufacturing.

Every role compounded the last: hands-on engineering became operational leadership, leadership became P&L ownership, and P&L ownership became board-level strategy — security and consolidation the throughline at every step.

BUILT AT ZAZZ · INDUSTRY FIRST

AI Security & Governance Practice

Architected a managed **AI governance practice** built on **mechanical controls** — not policy PDFs — that enforce sanctioned AI usage and lock down accounts at the identity and network layer. The missing key the MSP industry hasn't solved.

01 Mechanical AI Controls

Enforced guardrails on AI tool access — sanctioned use only, shadow-AI blocked at the gateway.

02 Account Lockdown

Identity-layer hardening and conditional access closing the gaps left by traditional MSP stacks.

03 Governance as a Service

Continuous posture, evidence, and enforcement — packaged for SMB through enterprise.

02 IMPACT

OUTCOMES ACROSS GROWTH,
EFFICIENCY, AND VALUE
CREATION.

M&A ENABLEMENT

\$1B+

Deal value guided through pre-close risk ID and post-merger synergy.

OPERATIONAL GAINS

\$130M+

Scalable systems supporting 300% revenue growth.

REVENUE GROWTH

843%

MSP revenue \$422K → \$3.98M in three years.

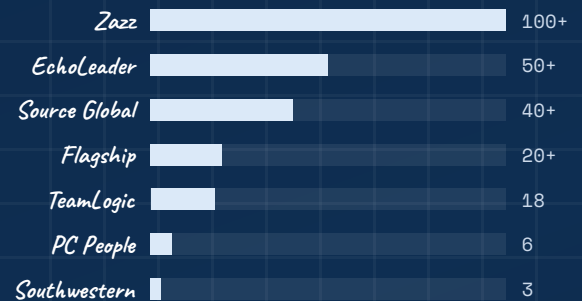
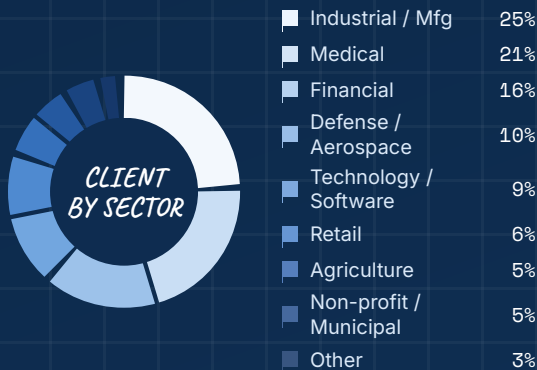
CLIENT SAVINGS

\$100M+

Documented commercial savings since 2020.

03 FIELD DATA

THE PRACTICE, DRAWN TO
SCALE.



DETAIL A · CLIENT MIX BY INDUSTRY

DETAIL B · TEAM SCALE LED · HEADCOUNT

04 SIGNATURE WORK

ENGAGEMENTS THAT BECAME
REPEATABLE PLAYBOOKS.

01

\$300M+

PE PORTFOLIO TRANSFORMATION

EchoLeader · 2024-25

Repeatable IT due-diligence framework; pre-close risks \$2M-\$5M/deal; integration +45%.

02

\$1B+

IPO-READY INFRASTRUCTURE

SOURCE Global · 2020-23

Series B-D3 to \$1B+ valuation; Zero Trust, SOC 2 Type II, 130+ apps consolidated during 323% headcount growth.

03

843%

MSP MARKET LEADERSHIP

TeamLogic IT · 2016-19

Regional MSP to franchise benchmark; revenue +843%, client base 9 → 173; playbooks across 173+ environments.

Hands-on IT to multi-org executive ownership — every step built on the playbooks and systems of the last. **Two decades of compounding scope.**

2025 – PRESENT

TEMPE, AZ

100+

MEMBER TEAM

VP, Managed IT Services

Zazz – Technology & Cybersecurity Services

VP

- Architected the firm's **AI Security & Governance practice** on mechanical controls, not policy — blocking unsanctioned AI access at the identity and network layer — an MSP-industry first in enforceable AI governance.
- Unlocked a growth-capped MSP unit, driving an additional **\$1.25M+ revenue** (\$984K ARR, \$267K services) inside 7 months.
- Originated **\$968K in net-new ARR** (\$80.7K MRR), compounding bookings at \$11.5K/month.
- Closed **36 net-new logos** at a one-every-6-days pace, including Volvo, Hidonix, IDC Digital, and BeatStars.
- Grew average deal size \$40K → \$185K under full P&L ownership, by transforming GTM strategy with modular offerings and structured RFP submission engine.

2024 – 2025

TEMPE, AZ

50+

MEMBER PROJECT TEAMS

Fractional CIO

EchoLeader – PE & Portfolio Consultancy

CIO

- Rationalized vendor stacks across healthcare, fintech, and manufacturing engagements, converting fragmented spend into **\$4M+** in documented savings.
- Rescued stalled portfolio-company projects and delivered them 45% ahead of revised schedule, protecting **\$300M+** in deal value by surfacing the technical risk the valuation depended on before signing.

2020 – 2023

SCOTTSDALE, AZ

40+

MEMBER PROJECT TEAMS

VP, Information Systems

SOURCE Global, PBC / Proud Source Water

VP

- Rationalized 130+ fragmented platforms into fewer than 30 governed systems, cutting OPEX 60% and delivering **\$10.2M** in operational gains — turning departmental sprawl into an IPO-ready architecture.
- Implemented Zero Trust and secured SOC 2 Type II across 15,000+ arrays in ~80 countries, then delivered the board a three-year, \$15M technology roadmap aligned to revenue targets.

2019 - 2020

GILBERT, AZ

20+

MEMBER TEAMS

Chief Operating Officer

Flagship Cybersecurity - MSSP

COO

- Built HIPAA, NIST, and ISO 27001 compliance frameworks for 40+ client MSPs as fractional CISO, cutting audit violations 85%.
- Coached 30+ franchise operators on partnership cultivation and client-focused leadership, scaling their practices 35-70% and lifting NPS 35%.

2016 - 2019

PORTLAND, OR

18

MEMBER TEAM

Director, Operations

TeamLogic IT - 200+ location MSP

DIR

- Rebuilt a failing single-technician franchise into a managed-services operation, growing revenue **843%** and the client base from 9 to 173 accounts at 98%+ satisfaction.

2013 - 2016

MONTEREY, CA

6

MEMBER TEAM

Sr. Network Engineer

PC People - Monterey County's first technology consultancy

ENG

- Converted the practice from break/fix billing to a recurring-revenue MSP model, rebuilding client trust project by project rather than invoice by invoice.
- Restructured one-off project work into **\$300K+** in monthly recurring revenue, building the SOPs and workflows the practice had never had.

2004 - 2013

TUCSON, AZ

3

MEMBER IT TEAM

IT Intern → IT Manager

Southwestern Institute

MGR

- Modernized core network infrastructure under a constrained budget, sustaining **99.99% uptime** across the organization.
- Grew from IT intern into IT Manager, standardizing and hardening multi-site network operations as the organization's technical authority.

06

COMPETENCIES

ENTERPRISE TRANSFORMATION

M&A Due Diligence

Post-Merger Integration

Digital Transformation

P&L Management

Cost Optimization

Global Operations

BC/DR

TECHNOLOGY & SECURITY

AI Security & Governance

Zero Trust

Enterprise Architecture

App Rationalization

Compliance Programs

Cloud (AWS-Azure-GCP)

ITSM

LEADERSHIP

Board & C-Suite Advisory

Global Team Development

Vendor Management

Contract Negotiation

CX Strategy

Mentorship

07

THE OPERATOR

OPERATING AT CIO LEVEL
ACROSS THE FULL STACK.

22 years in IT — leading strategy, rationalization, and roadmapping that future-proofs client environments.

Guided integration through **\$1B+ in M&A deal value**, directed transformations with project values exceeding **\$40M**, and architected security programs across Defense, Aerospace, Manufacturing, Pharma, BioTech, FinTech, and Alternative Energy.

Prepared organizations for IPO launches and Fortune 500 mergers, with compliance depth spanning **CMMC, FedRAMP, ISO, NIST, HITRUST, HIPAA, ITAR, CJIS, GDPR, and SOX**.

M&A EFFORTS

14+

PRE-IPO READINESS

2

YEARS IN IT

22

M&A DEAL VALUE

\$1B+

SECTOR DEPTH

Defense & Aerospace

FinTech

BioTech & Pharma

Manufacturing

Renewable Energy

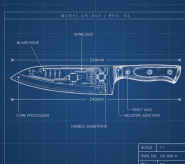
Public Benefit

08

PUBLISHED

THE PLAYBOOK, IN PRINT.

THE MSP COOKBOOK
ROBERT BRYANT



FROM SOURCE CODE TO SECRET SAUCE

BOOK • 2026

The MSP Cookbook

A business memoir and operational playbook for MSP owners: build a **transparent MSP**, staff it with people who lead from their strengths, and sell velocity. Drawn from 22 years of building, fixing, and selling managed-services practices — the things that worked and the things that didn't.

FROM SOURCE CODE TO SECRET SAUCE.

EDUCATION & VOICE

CREDENTIALS, REACH, AND
PUBLIC PRESENCE.

EXECUTIVE PROGRAM

Cybersecurity for Critical Urban Development

MIT executive
education program
(non-degree).

EXPERIENCE

20+ Years

Executive leadership
across startup,
enterprise, and PE-
backed organizations.

INDUSTRY VOICE

10K+ / wk

LinkedIn impressions
on leadership and
transformation.

PRESENCE

CES

Participant and
speaker at regional
technology summits.

MY SUPERPOWER

*“Translate technical complexity into business
velocity.”*

DRAWING TITLE

ROBERT BRYANT –
TECHNOLOGY EXECUTIVE

DWG NO.

RB-2026-A

SCALE

1:1

REV.

03

SHEET

07/07