



Teo Zanella

Fractional & Interim CPO / CTO / Chief AI Officer · Founder, zOS

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SUMMARY

Product and technology executive with 20+ years across tech and digital health, 15 in healthcare. 0→1, scale, and turnaround from early stage to Fortune 50. Hands-on across product, design, engineering, and AI, with LLMs deployed in regulated clinical and operational settings. Direct management of 40+, cross-functional coordination of hundreds.

EXPERIENCE

VP of Product · Care Delivery, Benefits & Payments platforms · Maven Clinic 2026

Scaled AI across provider workflows and modernized the payer/benefits platform toward value-based care, at the largest virtual clinic for women's and family health.

SVP Product & Technology (CPTO) · Form Health 2024–2026

Owned product, design, engineering, data/AI, and security for an obesity-medicine company. Led the B2C→employer B2B2C pivot, reorganized R&D 3×, and set and shipped the AI strategy.

VP Product & Engineering · Sana Benefits 2022–2024

Owned the full R&D org for a self-funded health-insurance platform. Restructured into seven cross-functional squads, built the design function from scratch, and launched virtual primary care and care navigation end-to-end.

Senior Director of Product · Rally Health / UnitedHealth Group 2020–2022

Owned UHC's highest-traffic consumer digital experiences and defined the virtual-care strategy across Optum Care, Teladoc, Amwell, and Doctor On Demand.

Director of Product · Collective Health 2014–2020

Early product hire at a health-benefits administration platform; set product strategy across member experience and platform (provider search, HIPAA-compliant messaging, claims transparency).

Earlier · BCG · Meta · HP · CISV International 2001–2014

Strategy at BCG, product operations at Facebook, full-stack engineering at HP, and VP & Trustee of CISV International across 70+ countries.

EDUCATION & AFFILIATIONS

MBA – New York University, Stern School of Business

MS & BS, Computer Engineering – University of Bologna & Ferrara

Advisory & board: Innpactia (board) · First Round (mentor) · Product School (instructor) · GLG (expert)
