

Culture

## Spotlight on our CTO



**Justin Kerr**

Nov 23, 2022 • 3 min read





*Advent Phang - our co-founder and Chief Technical Officer (CTO)*

### **What is a Chief Technology Officer (CTO)?**

In simple terms, the Chief Technology Officer is the executive responsible for managing and driving value from technology within an organisation.

### **Advent, what do you do at HealthMetrics?**

*"I strategise on the tech side of the company and work closely with the product, engineering, data and strategy, and IT infrastructure team. My drive is to position the company to always be innovative and consider the use of technology when it comes to solving challenges."*

### **What challenges do you face?**

*"My challenges have evolved through my time in the company since its founding*

*back in 2015.*

*When the company was smaller, my challenges were to quickly build up a small but highly efficient team to deliver our tech. As a start-up, we did not have many resources. As a programmer with a product vision, I must balance building a 'dream' product with a sustainable code base, while keeping in mind that our business model may pivot at any time.*

*As the company grew bigger, my focus turned to growing leaders that can help with operational and tactical responsibilities, while my co-founder and I devote more time to strategic matters. A lot of these leaders are very young founding members. Many of us do not possess the kind of professional experience that you would expect to have as a prerequisite for a leadership position in a company like ours.*

*I, myself, did not possess this level of experience but I had the privilege to speak to a lot of experienced and smart people – people who have been there and done that. I realised that most people are very willing to share, and all you have to do is to step out there and ask."*

**What is your favourite memory at HealthMetrics?**

*"There are quite a few that come to mind. I recall quite vividly how back when we were much smaller, we had our meetings at McDonald's. We literally had trays of fries laid out in front of us. Not the healthiest, but it was a good time. Another one that I can share is the big milestone of moving into our first office at Sunway Geo. We had an open office, with all the people sitting together, working, and chatting away. It was chaotically pleasant."*

**What were your aspirations when you were young?**

*"I was raised as a kampung boy and I had never truly thought about doing anything too ambitious like changing the world. I was content with being someone who could contribute to society. As I grow older, I open myself up to more ambitious aspirations and am now a firm believer in changing the world for the better."*

**What about the future?**

*"HealthMetrics is still growing and has not reached its prime yet. There is still so much more to do and accomplish. When we started off, we kept a wish list of all the*

*things we want to do. Most of the items are what we considered moon-shot projects back then. But today, each seems realistic and within our grasp.*

*The company looks forward to offering a complete, seamless service to our customer. Our plans for expanding within the region have begun - we now have a presence in Malaysia, Singapore, Indonesia and Thailand. Then, who knows - watch this space"*

**How do you keep your team motivated?**

*"I open time slots for my team where they can book private or shared sessions with me. In these sessions, we can talk about anything, be it work-related or otherwise. They can share their problems, aspirations, and passions. It helps with bonding and motivation for everyone to feel that we have no power distance."*

**What is the best advice you have been given?**

*"Oh this is a tough one, I have a few:*

**'Nothing is ever as it seems'**

**'That's over-engineering'**

**'Do or do not, there's no cincai'**

*and one of my favourites:*

**'Just do it'"**

***Thanks, Advent.***

---

#### **HealthMetrics | Optimising Healthcare Costs for All**

HealthMetrics is an award-winning cloud enterprise platform for companies to manage their employees' healthcare benefits...





## How does a healthtech start-up start-up?

Alvin Yuan is currently the Chief Executive Officer of HealthMetrics. He graduated as a pharmacist and spent the next years of his career in healthcare, financing, business...

Dec 1, 2022 4 min read

