

Hector Colon, MS, OT

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More than 10 years of leadership experience with a proven track record of producing significant results in large and complex organizations through dynamic leadership, change management and employee empowerment. A proven ability to learn quickly, diagnose problems and come forth with solutions to address issues that negatively impact organizations and communities. Lead self and staff with honesty, respect, trust and integrity.

DISTINGUISHING QUALIFICATIONS

Team Leadership
Visionary Leadership
Public Relations
Advocacy

Business Development
Strategic Action Planning
Community Development
Presentation Skills

Employee Empowerment
Change Management
Program Development
Negotiation

PROFESSIONAL EXPERIENCE

State of Wisconsin – Madison, Wisconsin

2005 to 2011

❖ *Department of Regulation and Licensing*

2009 to 2011

Senior Executive/ Commissioner (Boxing & Mixed Martial Arts): One of the top 3 leaders in the organization that lead staff that provides services to 64 boards that credential 130 different professions. We provide over 350,000 licensees to professionals statewide. Directly oversee and administer the rules and regulations for Boxing and Mixed Martial Arts. Also directly oversee external relations, communications and legislative matters for the department; serve as a liaison to the Governor's office.

Achievements:

- Executed the implementation of a new medical board bureau; designed the organizational framework, hired new staff and set the policy direction for the new bureau. The new bureau is providing more efficient and effective services for physicians and affiliated professions in the divisions of credentialing, enforcement and board services while also ensuring the safety of the public.
- Led the execution of a public relations plan that improved and expanded our relationships with the media, legislature, board members and associations.
- Brought together the mixed martial arts industry (MMA), legislature and the department to craft legislation to regulate and license MMA in Wisconsin. Managed an advisory committee and staff in the development of the rules for MMA.
- Initiating a modernization bill aimed at assisting the Department in operating more efficiently and effectively, improving consumer protection, addressing good policies that can be uniformly addressed across all boards, and updating statutes that are outdated and not relevant with current standards.

State of Wisconsin continued - Madison, Wisconsin

❖ *Department of Workforce Development*

2007 to 2009

Senior Executive/Legislative Liaison: One of the top 3 leaders in the organization that oversaw 1,600 employees with a \$1.7 billion dollar budget in the divisions of unemployment insurance, workers compensation, equal rights, vocational rehabilitation, and employment and training. Directly oversaw external relations, communications and legislative matters for the Department; served as a liaison to the Governor's office.

Achievements:

- Led the Bureau of Apprenticeship Standards in the execution of a strategic plan that increased our minority participation in the program by 12%.
- Led the department in developing a more efficient and effective way of preparing Wisconsin's workforce by bringing together leaders from government, industry, education, economic development and workforce development to address the needs of employers and workers in a more coordinated manner.
- Took a lead role in implementing the Governors GROW Wisconsin initiatives which led to a better trained workforce in Wisconsin.

State of Wisconsin continued - Madison, Wisconsin❖ *Wisconsin Housing and Economic Development Authority***2005 to 2007**

Director of Economic Development: Led the state's second largest bank (assets) that provided loan guarantees to small businesses at favorable terms. Directly oversaw a loan guarantee portfolio of \$60 million and a new market tax credit portfolio of \$100 million.

Achievements:

- Forged relationships with banks, economic development corporations and other lending institutions and led staff in an outreach plan that increased our small business lending activity by 33%.
- Increases our net revenue by 30% as a result of more business, better efficiencies, and fee adjustments.
- Increased our small business lending in rural Wisconsin by 180%.
- We provided \$1.5 million in guarantees in February, 2006. This is the most that WHEDA has done in any one month.

City of Milwaukee – Milwaukee, Wisconsin**2004 to 2005**

Senior Legislative Fiscal Manager: Met with City department heads to establish the city's legislative agenda. Worked with local, state and federal elected officials to introduce and pass legislation. Tracked, analyzed and prepared testimony on legislation that was relevant to the city of Milwaukee.

Achievements:

- Successfully championed our legislative package to legislators that resulted in more bills being passed than the last previous 2 sessions combined among a team of lobbyists.
- Collaboratively worked with our team of lobbyist to bring over \$250 million to the city of Milwaukee in shared revenue and other municipal aid programs.
- Obtained \$234,600 for homeless veterans in the state budget.

United Community Center – Milwaukee, Wisconsin**2002 to 2004**

Associate Executive Director: Led staff in the oversight of the Adult Day Center, Senior Center, Care Management, and Housing programs; was responsible for budgeting, revenue forecasting, and also assisted with fund development.

Achievements:

- Increased our revenue by \$1 million by developing new programs, renegotiating fee for service contracts and implementing marketing strategies that increased our reimbursement as a result of higher participation rates.

- Initiated and implemented a care management program resulting in better and more comprehensive services for our participants.
- Established competitive bidding for vendor contracts reducing overhead costs by thousands of dollars.
- Embarked upon a project to create a Latino Geriatric Center that included an Alzheimer's day center, Wellness Program, a Caregiver Support Program and research opportunities. This is currently being viewed as a national model.

Wisconsin Correctional Services – Milwaukee, Wisconsin **1999 to 2002**

Assistant Director: Led staff that provided comprehensive programs for people with mental illness in a community support program; monitored billing procedures to ensure that we were maximizing revenue potential.

Achievements:

- Promoted to the Assistant Director after only three months.
- Implemented an effective documentation system that generated extra revenue to support our programs.
- Developed a client-based model that reduced recidivism rates by 10%.
- Increased work productivity that produced results that previous assistant directors were not able to achieve.

EDUCATION

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| UW-Milwaukee | <u>MS, Occupational Therapy (3.85 GPA)</u> | 2001 |
| UW-Milwaukee | <u>BS, Occupational Therapy (cum laude)</u> | 1997 |

CERTIFICATES

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| UW- Kentucky, | <u>Certificate in Management and Leadership</u> | 2009 |
| • | Leadership, Organizational & Cultural Change, Public Relations, & Negotiations | |
| UW-Madison, | <u>Certificate in Commercial Real-estate</u> | 2007 |
| • | Real Estate Markets, Commercial Debt, Financial Analysis, & Underwriting | |
| Marquette | <u>Certificate in Management and Leadership</u> | 2006 |
| • | Coaching, Leadership, Communication, & Performance management | |

AWARDS

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| Hispanic Director of the Year – <i>Spanish Times</i> | 2003 |
| Alumni of the Decade Award – Health Sciences, UW-Milwaukee | 2003 |
| 40 under 40 Leadership Recognition Award - <i>Business Journal</i> | 2002 |
| 35 under 35 Leadership Recognition Award - <i>Milwaukee Magazine</i> | 2002 |
| Commitment to the Community Award - <i>Spanish Times</i> | 2001 |