

Héctor Colón, MS, OT
W. Willow Way, Milwaukee WI 53221

Vibrant leader with a history of achievement producing significant results in large, complex organizations through innovative leadership, change management and employee empowerment. Managed organizations with budgets in the hundreds of millions of dollars with over 1,000 employees. Proven ability to learn quickly, diagnose problems while coming forth with solutions that positively impact organizations and communities. Recognized ability to establish and maintain effective strategic partnerships and relationships. Lead self and staff with honesty, integrity and respect at all times.

DISTINGUISHING QUALIFICATIONS

**Health & Human Services
P & L/Budgeting
Regulatory Experience
Government/Non-profit**

**Visionary Leadership
Strategic Action Planning
Program Development
Change Management**

**Resilience/Tenacity
Public Speaking
Community Relations
Advocacy**

PROFESSIONAL EXPERIENCE

Department of Health and Human Services – Milwaukee County **2011 – Present**

Director: Responsible for the overall administration, coordination, programming and fiscal performance of the department; leading over 1,000 employees and managing a \$280 million dollar budget through the following divisions: Disabilities Services, Behavioral Health, Emergency Medical Services, Delinquency and Court Services, Housing, and Management Services.

Achievements:

- Oversaw the re-design and downsizing of 24 acute psychiatric beds, 16 ICFMR beds, and 16 nursing home beds for persons with mental illness in the Behavioral Health Division.
- Successfully led the Housing Division in reforms to the Community Development Block Grant and HOME programs, subsequently receiving an award by HUD – “Turning the Ocean Liner Award.”
- Successfully led the Division of Disabilities Services in the elimination of a 30-year waitlist for individuals who need long-term care supports to help them live independently and successfully in the community.
- Implementing detention system reforms for delinquent youth with the goal of providing better outcomes. The department secured a technical assistance grant from the Annie Casey Foundation and a \$750,000 federal grant to assist with this effort.

Hispanic Professionals of Greater Milwaukee (HPGM)

2011 to 2012

Executive Director: Led budget, fundraising, special events and volunteer recruitment; implemented programs that assisted Hispanics with their personal, professional and educational advancement. Promoted the image and reputation of the organization within the community.

Achievements:

- Launched a new leadership development program in partnership with Cardinal Stritch University aimed to increase the leadership skills of HPGM members.
- Increased the annual scholarship allocation by 300%.
- Increased overall revenue by 74%.
- Increased membership by 140 members, 15 corporate sponsors and 10 small businesses

State of Wisconsin – Governor Doyle Administration - Madison, Wisconsin 2005 to 2011

❖❖ *Department of Regulation and Licensing (DRL)* 2009 to 2011

Senior Executive/ Commissioner: One of the top three leaders in the organization that led staff in providing services to 64 boards that credentialed 130 different professions. DRL provided over 350,000 licenses to professionals statewide. Directly oversaw external relations, communications and legislative matters; served 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 Bureau. The Bureau provided more efficient and effective services for physicians and affiliated professions through the divisions of credentialing, enforcement and board services.
- Facilitated the collaboration between the mixed martial arts industry (MMA), legislature and the department to craft legislation that regulated and licensed MMA in Wisconsin; managed an advisory committee and staff in the development of the rules for MMA.
- Initiated a modernization bill aimed at assisting the Department in operating more efficiently and effectively, improving consumer protection, addressing sound policies that would be uniformly addressed across all boards, and updating statutes that were not relevant with current standards.
- Led the execution of a public relations plan that improved and expanded our relationships with the media, legislature, board members and associations.

State of Wisconsin continued – Governor Doyle Administration - Madison, Wisconsin

❖❖ *Department of Workforce Development* 2007 to 2009

Senior Executive: One of the top three leaders in the organization that was responsible for 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; served as a liaison to the Governor's office.

Achievements:

- Led the development of a more efficient and effective workforce system by bringing together leaders from government, industry, education, and economic and workforce development to address the needs of employers and workers. This initiative led to the deployment of local resources that addressed this more coordinated approach.
- Led the Bureau of Apprenticeship Standards in the execution of a strategic plan that increased our minority participation in the program by 12%.
- Worked with other department Secretaries to implement the Governors GROW Wisconsin initiatives, which was designed to lead to a better-trained workforce.

State of Wisconsin – Governor Doyle Administration 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. Managed a loan guarantee portfolio of \$60 million and a new market tax credit portfolio of \$100 million. Was responsible for the overall administration, coordination, programming and fiscal performance of the division.

Achievements:

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

City of Milwaukee – Milwaukee, Wisconsin 2004 to 2005

Senior Legislative Fiscal Manager: Met with 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 represented the Mayor and the City of Milwaukee during testimony on legislation that was relevant to the City.

Achievements:

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

United Community Center – Milwaukee, Wisconsin 2002 to 2004

Associate Executive Director: Responsible for the overall administration, coordination, programming and fiscal performance of the department; led staff in the oversight of the Adult Day Center, Senior Center, Care Management, and Housing programs.

Achievements:

- Increased 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 participants.
- Established competitive bidding for vendors 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 services for people with mental illness in a community support program; monitored billing procedures to ensure that revenue potential was maximized.

Achievements:

- Promoted to the Assistant Director after only three months.
- Developed a client-based model that reduced recidivism rates by 10%.
- Developed and initiated new programs to reintegrate people with mental illness back into the community.
- Implemented an effective documentation system that generated extra revenue to support our program.

EDUCATION

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

CERTIFICATES

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	

HONORS & AWARDS

•	Public Sector Leadership Award – Hispanic Professionals of Greater Milwaukee	2013
•	Philanthropic 5 Award Honoree – Business Journal/United Way	2011
•	Alumni of the Decade – UW- Milwaukee Health Sciences	2003
•	Hispanic Director of the Year - Spanish Times	2003
•	Milwaukee Business Journal 40 under 40	2002
•	Milwaukee Magazine 35 under 35	2002
•	Conquistador Commitment to the Community Award	2001