

WANDA J. MONTGOMERY

Brown Deer, WI

Res: [REDACTED]

Mobile: [REDACTED]

SENIOR-LEVEL EXECUTIVE CORPORATE STRATEGY, DEVELOPMENT, AND IMPLEMENTATION

PROFILE & VALUE

Effective and accountable in high-profile executive roles – Overcomes complex business challenges and make high-stakes decisions using experience-backed judgment, strong work ethic and irreproachable integrity; respected as a proponent of empowerment and accountability

Strong orientation in operations and finance – Participate in high-level operational initiatives including infrastructure design, process re-engineering, turnaround management, and reorganization. Uses instincts, insight, judgment, and timing to succeed no matter how tough the decision.

Consistently deliver mission-critical results – Driven by a sense of purpose and need to strategize, to innovate, and to disprove the words “It can’t be done!” Gifted with vision, determination, commitment, passion, a will to succeed and skills needed for a high-profile position.

Managing, vision and purpose – Communicates a compelling and inspired vision or sense of core purpose; talks beyond today; talks about possibilities; is optimistic; creates mileposts and symbols to rally support behind the vision sharable by everyone; inspires and motivates entire units and organizations

Respects and leverage human capital – Motivates, mentors and leads talented professionals, spends the extra effort to put others at ease; is interested in the work and non-work lives of direct reports; encourages a balance between work and home.

QUALIFICATIONS & EXPERTISE

Vision, Strategy, Execution & Leadership

Mergers, Transitions & Restructuring

Growth Management & Business Development

Financial and Legal Transactions

Cost Analysis, Reduction & Control

Quality and Continuous Improvement

Executive Advisory & Decision Support

Developing/Maintaining Community Connections

Managing Diversity

Managing through Systems

Customer Focus

Politically Savvy

Purchasing & Negotiation Skills

PROFESSIONAL EXPERIENCE

Montgomery Training and Consulting, LLC

6/2016-Present

CONSULTANT

Provide consulting services to a number of organizations in the areas of non-profit management, maternal child and health initiatives, parenting programs and facilitated approach to build networks and community outreach.

Children’s Hospital of Wisconsin

8/2010 – 11/2020

DIRECTOR OF COMMUNITY PARTNERSHIPS

Represents Children’s Hospital and Health System (CHHS) in the community and leads the development and nurturing of partnerships with local and regional businesses and community groups. Acts as a liaison to community partners and builds relationships with community organizations and businesses through personal meetings, collaborative agreements, and program development. Interacts with leadership of local community organizations with a purpose of identifying venues to promote foster parent recruitment and awareness and potential collaborative programs. Plans, develops and implements initiatives in support of the Vice President, Community Services. Works with

Community Organizations and CHHS entities to enhance our community partnerships and improve our image in the community and improve the health status of children in our community.

Children's Service Society of Wisconsin
Public Child Welfare Case Management Agency

2006 – 8/2010

DIRECTOR ONGOING AND SAFETY SERVICES

Responsible for a 230-employee, three-site child welfare agency with an annual budget of \$25 million. Provides direction and leadership to achieve the agency's vision, mission, annual goals and objective to provide safety, well-being, and permanence for two-thirds of Milwaukee County children in out-of-home care. Responsible for meeting contract requirements and maintaining positive working relationships with the State of Wisconsin, Bureau of Milwaukee Child Welfare, Integrated Family Services, and other community partners. Oversees the development of a data management system to provide managers and supervisors with the ability to use data to improve outcomes. Oversees network service operations, including creation of an RFP process for several services to reduce overall spending and increase efficiency. Develops partnerships to enhance programming and increase services. Facilitated the development of a new recruitment, interview, and hire process to realize a significant reduction in case manager turnover. Worked with HR department to capitalize on internal talent that led to a restructuring of the organization in spring 2009.

MAXIMUS, Inc.
Workforce Development Agency

2003 – 2006

PROJECT MANAGER

Manage the daily operations for a W2 Job Center with direct responsibility for approximately 90 staff; 40 subcontracted staff; and 15 community agencies. Developed and implemented Project Management Plans that consist of control policies and procedures in accordance with standard industry practices for project administration, execution and tracking. Provided sufficient management to ensure that project tasks are performed efficiently, and in compliance with the project requirements. Ensured team compliance with task and contract (\$14 million, plus an additional \$19 million in customer benefits) requirements. Surpassed Performance Benchmarks assigned by client (DWD) during contract period 2004-2005 and on track to continue meeting Performance Benchmarks for 2006-2007 Contract. Provided agency representation with various community agencies, boards and committees.

Gray's Child Development Center, Inc.
Accredited Early Care and Education Center

1999 – 2003

EXECUTIVE DIRECTOR

Responsible for the overall operations of a multi-site child care center and CHOICE Elementary School. Managed the daily operations of a multi-service agency with an annual operating budget of \$3 Million. Led and directed the work of 16 administrative staff who supervised approximately 100 additional employees. Achieved national accreditation three consecutive times through National Association for the Education of Young Children. Worked with several community agencies (Children's Hospital and Health System, Children's Health Education Center and Multicultural Community Center) to received State recognition as a Center of Excellence. Our consortium was awarded a \$1.5 million contract with the State of Wisconsin. Designated spokesperson for all media contacts. Managed a Consultant contract with United Way/Milwaukee Public Schools to provide technical assistance to local child care programs.

Neighborhood Housing Services, Inc.
Network Services Agency that Provided Support for First Time Home Buyers

1998 – 1999

EXECUTIVE DIRECTOR

Managed the daily operations of a local not-for-profit, 501(c)3 housing agency (multiple locations). Major responsibilities include securing and maintaining funds from various sources: financial institutions, insurance companies, corporations and private individuals. Developed and monitored an annual budget of approximately \$1.5 million with an additional \$800,000 in a revolving loan fund. Created and maintained programs around neighborhoods in the City of Milwaukee. Established and maintained relationships with government, corporate and private companies. Supervised a staff of 21 with 10 management personnel, 180 residents and volunteers.

EDUCATION & CREDENTIALS

MS – Educational Policy and Leadership (GPA 3.6), Marquette University, Milwaukee, WI

BS – Community Education, (GPA 3.5), UW-Milwaukee, Milwaukee, WI

PROFESSIONAL AFFILIATIONS

Founding Member-President, Black Child Development Institute-Milwaukee Affiliate
 Member, 100 Black Women
 Board Member, First Vice Chair National Black Child Development Institute, Washington, DC
 Co-Chair of Strengthening Families for Milwaukee's LIHF Project, United Way
 Vice-Chair, MATC Early Childhood Education Advisory Committee
 Board Member, Secretary, African American Chamber of Commerce
 Board Member, Rite-Hite YMCA
 Advisory Committee Member, ECE Committee, National Association for Teachers of English
 Member, Secretary Council on Child Welfare
 Co-Chair of Quality Early Care and Education Committee, Milwaukee Succeeds – "Cradle to Career"
 Board Member, Wisconsin Early Childhood Association
 Past Member, State Legislative Committee on Strengthening Families
 Past Member, State Legislative Committee on Child Welfare Rate Setting
 Member, Milwaukee Fatherhood Initiative
 Member, Children's Health Alliance of Wisconsin
 Member, Black Women's Network
 Member, Girlfriends for Health Network Advisory Committee
 Member, Milwaukee Chapter of Links, Incorporated
 Member, Professional Dimensions

CONSULTANT/TEACHING EXPERIENCE

- ◆ **NBCDI Conference – Presenter** **October 2011**
- ◆ **BCDI-Milwaukee, Presenter Child Care Forums on Young Star** **May 2011**
- ◆ **UW-Milwaukee Extension** **2011 - Present**
- ◆ **UW-Milwaukee** **1999 - 2006**
- ◆ **Providers Taking Action** **January 2006**
 Presenter at Conference in Milwaukee, WI
- ◆ **Ebenezer Church of God in Christ** **January 2006**
 Presenter for Blanket of Love Group, Milwaukee, WI
- ◆ **Wisconsin Child Care Administrators** **February 2003**
 Presenter at Conference in Milwaukee, WI
- ◆ **National Black Child Development Institute** **2001-2002**
 Presenter at National Conferences
- ◆ **United Way of Greater Milwaukee** **2001 – 2003**
 Coordinator, Child Care Consultants on ECERS, ETTERS and SACERS
- ◆ **State of Wisconsin** **January 1999**
 Certified Trainer
- ◆ **Stepaniak & Associates** **8/1998 – 2000**
 Consultant
- ◆ **Child Care Resource and Referral Network** **July 1998**
 Consultant
- ◆ **National Association for the Education of Young Children** **1994 – 2003**
 Validator for Early Childhood Programs
- ◆ **National Association for the Education of Young Children** **December 1995**
 Presenter at National Conference in Washington DC
- ◆ **Wisconsin Early Childhood Association** **November 1995**
 Presenter at Conference in LaCrosse WI
- ◆ **Wisconsin Child Care Administrators** **March 1994**
 Presenter at Conference in Madison WI

- ◆ **Planning Council of Milwaukee County** 1991 – 2003
 Consultant for various programs in Milwaukee County
 Committee Member
- ◆ **Milwaukee County Department of Health and Human Services** 1992 - 1995
 Steering Committee for Development of New Voucher Program
- ◆ **Keys to Survival** 1993 – Present
 Consultant for various programs in Milwaukee County

PUBLICATIONS

- Influence | It's More Than A Position 2020
- Blueprints for Excellence: The Guide to Creating a High-Quality Early
 Childcare Education Center-Book 1 2002
- Blueprints for Excellence: Curriculum Guidelines in A Childcare
 Center-Book 2 2003
- Blueprints for Excellence: Personal and Professional Development
 Book 3 2004

PROFESSIONAL MEMBERSHIPS/COMMUNITY ACTIVITIES

- ◆ Appointed to State of Wisconsin Health Equity Council September 2020-Present
- ◆ Elected, President-Village of Brown Deer 2019-Present
- ◆ Housing Resources, Inc., Treasurer 2019-2021
- ◆ Elected, Trustee to Village of Brown Deer 2018-Present
- ◆ Member, Milwaukee Chapter of Links, Inc. 2015-Present
- ◆ 1st Vice Chair and Chairwomen, African American Chamber of Wisconsin 2016-2019
- ◆ Board Member, YMCA 2013-2021
- ◆ Member, National Black Public Relations Society 2011- Present
- ◆ Member, African American Chamber of Commerce of Greater Milwaukee 2012-Present
- ◆ Bureau of Milwaukee Child Welfare Partnership Council Member 2005-2010
- ◆ Black Women's Network, Treasurer 2005-2013
- ◆ Victorious Women's Conference, Finance Chairperson 2003-Present
- ◆ The Jabez Center, Board of Directors 2005-2006
- ◆ Milwaukee County Town Hall Meeting for Child Care Programs, Coordinator 2003
- ◆ LaCausa, Inc. Special Needs Child Care Advisory Committee 2003
- ◆ Planning and Operations Committee, Milwaukee Early Childhood Council 2002-Present
- ◆ Fulbright Teacher Memorial Fund Alumni 2002
- ◆ The Registry, The Professional Credentials Steering Committee 2002
- ◆ My Home, Your Home, Board of Directors 2001-2006
- ◆ Milwaukee Child Care Advisory Council, Member 2000-2004
- ◆ Employment Solutions, Region V, W-2 Steering Committee, Member 1998 – 2000
- ◆ Department of Workforce Development Child Care Council, Member 1997 – 2005
- ◆ National Black Child Development Institute-Milwaukee, President-Elect
 Member 1994 – 2001
- ◆ Black Alliance for Educational Options, Member 1994 - present
- ◆ Wisconsin Women's Business Initiative Corporation, Advisor 2000 - present
- ◆ First Stage Milwaukee Children's Theater, Board Member 1996 – 2000
- ◆ Wisconsin Child Care Improvement Project, Board President 1995 – 1997
- ◆ Member 1993 – 1995
- ◆ Wisconsin Early Childhood Association, Member 1992 - 2000
- ◆ National Association for the Education of Young Children, Member 1992
- ◆ Future Milwaukee, Alumna 1990, Member 1990 – Present