

# Héctor Colón

## Executive Profile

Results oriented senior executive with extensive health care and human services experience. Solid track record of producing results in large, complex organizations through innovation, adaptive leadership and employee empowerment. Led organizations with budgets in the hundreds of millions of dollars with over 1,000 employees. Demonstrated skill in achieving alignment, integration and coordination of systems that has led to improved organizational performance and outcomes. Recognized ability in establishing effective strategic partnerships to address complex issues affecting people, systems and communities. Distinguished strengths include:

P & L /Budget's	Visionary Leadership	Poised Under Pressure
Persuasive/Inspirational	System Thinker	Team Leadership & Collaboration
Entrepreneurial Drive	Strategic Partnerships	Resilience/Tenacity

## Professional Experience

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

### Executive Director

Responsible for the overall administration, coordination, programming and fiscal performance of the department, leading over 1,000 employees and a \$300-million-dollar budget through: Disabilities Services, Delinquency and Court Services, Housing & Behavioral Health (including a 24/7 operating - hospital, emergency room & detention facility).

- Advanced more efficient and effective service delivery models, increased revenue, and streamlined operations creating \$28 million in efficiencies and \$56 million in surplus to the county's bottom line while increasing/enhancing programs by \$25 million.
- Transformed our behavioral health division resulting in a 50% reduction in inpatient admissions, 30% reduction in emergency room detentions, 20% reduction in emergency room visits and the closure of the long-term care institution.
- Redesigned our juvenile justice system resulting in a 26% decrease in criminal justice referrals, 32% decrease in detention admissions and 27% decrease in State Correction placements resulting in \$3.6 million in savings while yielding better outcomes for youth.
- Reformed our Community Development Block Grant program subsequently receiving "[Turning the Ocean Liner Award](#)"
- Eliminated a 30-year waitlist for individuals who need long-term care supports - serving over 6,000 new people.

**Hispanic Professionals of Greater Milwaukee (HPGM)**

**2011-2012**

### Executive Director

Led budget, fundraising, special events and volunteer recruitment; developed programs that assisted members with their personal, professional and educational advancement. Promoted the image and reputation of the organization to our members, corporate sponsors and the community.

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

**State of Wisconsin: Governor Doyle Administration - Madison, WI**

**2005 to 2011**

### Commissioner

Department of Regulation & Licensing (DRL)

### Deputy Executive Director

Department of Workforce Development (DWD)

### Executive Director

Wisconsin Housing & Economic Development Authority (WHEDA)

Under the Governor Doyle administration led the economic development efforts for the second largest bank (WHEDA) in Wisconsin (by way of assets) with a loan portfolio of \$160 million. Promoted to Deputy Secretary of DWD providing leadership to 1,600 employees and a \$1.7-billion-dollar budget. Lastly, promoted to the DRL as the Commissioner providing leadership to 64 boards that credentialed 130 different professions throughout the state of WI.

- Led the implementation of a new Medical Board Bureau; designed the organizational framework and hired leadership resulting in more efficient and effective services for enforcement, credentialing and board services.
- Spearheaded the collaboration between the mixed martial arts industry, legislature and the department to construct legislation/rules that regulated and licensed Mixed Martial Arts in Wisconsin.
- Led the development of a sector strategy approach 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 and effective approach.
- Initiated a strategic plan that Increased minority participation in the apprenticeship program by 12%.
- Forged relationships with banks and other lending institutions and led staff in an outreach plan that increased our lending by 33%, net revenue by 30% and rural lending by 180%.

**City of Milwaukee – Milwaukee, Wisconsin**

**2004-2005**

**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 common council meetings, public hearings and community events.

- Successfully championed a legislative package that resulted in more bills passed than the previous two sessions combined.
- Instrumentally contributed in bringing over \$250 million to the city in shared revenue and other municipal aid.
- Obtained \$234,600 earmark in the state budget to provide services to homeless veterans.

**United Community Center – Milwaukee, WI**

**2002-2004**

**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.

- Increased revenue by \$1 million and reduced overhead cost saving thousands of dollars.
- Initiated a care management program that integrated and coordinated medical, social and mental health care resulting in more integrated and holistic services for participants.
- Led the creation of a Latino Geriatric Center that included an adult day center, wellness program and research in collaboration with the Medical College of Wisconsin, Department on Aging and the Alzheimer's Association.

**Wisconsin Correctional Services – Milwaukee, WI**

**1999-2002**

**Assistant Director**

Led staff that provided integrated/coordinated services for people with mental illness in a community support program; monitored billing procedures and case management work to ensure alignment and performance was achieved.

- Promoted to the Assistant Director after only three months.
- Initiated a person centered/recovery oriented model that reduced recidivism rates by 10%.
- Developed programs that reintegrated people with mental illness back into the community.
- Implemented an effective documentation system that maximized our revenue potential.

**Education & Professional Development**

<b>UM-Milwaukee</b>	MS, Occupational Therapy (3.85)	<b>2001</b>
<b>UW Milwaukee</b>	BS, Occupational Therapy (cum Laude)	<b>1997</b>
<b>Harvard University</b>	Leadership for the 21 <sup>st</sup> century: Chaos, Conflict and Courage	<b>2014</b>
<b>University of Kentucky</b>	Certificate in Leadership	<b>2009</b>
<b>Marquette University</b>	Certificate in Leadership	<b>2006</b>

**Professional Affiliations & Community Service**

American Public Human Services Association	Milwaukee Healthcare Partnership Board
UW-Milwaukee Health Science Advisory board	Milwaukee Regional Medical Center Board
Summit Education Association, Inc.	American Enterprise Institute – Leadership Network