

# José A. Reyes Jr.

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## Executive Leadership & Management Professional

### PROFESSIONAL SUMMARY

*Dynamic, goal-oriented servant leader and change agent with proven leadership skills. Over 20 years of experience working with government, non-profits, and the private sector delivering innovative strategies for maximized results.*

**Organizational Change Agent:** Successfully transformed a city managed agency into free standing, 501c3 public non-profit agency, decreasing operating cost by 40% with a 60% performance outcome increase during the first year of operation.

**Fiscal Management:** Executed fund development strategies yielding 15 million dollars in additional grant, philanthropic, and private dollars for expansion and restoration of DESC's financial health. Managing an operating budget of \$50 million dollars.

**Innovator:** Creation of White House recognized Tech Hire initiative, development of a 21st century Multi-generational Career Technical Center, and expansion of Grow Detroit's Young Talent GDTT (Summer Youth Program) to 8,000 kids.

### Core Leadership Qualifications

- Strategic Planning
- Fund Development
- Fiscal Management
- Organizational Development
- Capacity Building
- Change Management
- Quality Assurance
- Operation Management
- Process Management
- Policy Development
- Technology Integration
- Knowledge Management
- Program Evaluation
- Research and Evaluation
- Training & Development
- Group Facilitation
- Community Organizing
- Advocacy

### Professional Affiliations

- Detroit Parent Network Board
- JP Morgan Detroit Workforce System Leadership Development Academy Advisory Board
- Detroit Regional Chamber
- Workforce Intelligence Network (WIN) Board (2011-2017)
- WCCCD Cyber Security Advisory Board (2014-2017)
- Detroit Renaissance Council Steering Committee
- Operation Hope Advisory Board (2016-2017)
- Board of Directors, Southwest Solutions, Detroit MI (2002-2016)
- University of Michigan School of Social Work Alumni Board of Governors Emeritus

## PROFESSIONAL EXPERIENCE

### President and CEO

NORTH STAR CONSULTING GROUP LLC

2018–Present

Ann Arbor, MI

*Executive oversight of a full-service management consulting and technical services firm; specializing in helping nonprofits and public sector increase productivity and performance through strategy, implementation, and support.*

#### Key Accomplishments:

- Optimization of Detroit Public School Community District (DPSCD) Career Technical programs
- Development of a Multi-generational pathways to college and careers

### Executive Leadership

DETROIT EMPLOYMENT SOLUTIONS CORPORATION

2012–2017

Detroit, MI

*A \$50 million-dollar, public 501c3 nonprofit corporation serving as the administrative and fiscal agent for the City of Detroit's Workforce Board.*

#### Key Accomplishments:

- Assessment and optimization DESC's operations (2017)
- Experience IT and Tech Hire training model (2016)
- Establishment of Youth Engagement Center (2016)
- Expansion of Summer Youth Program, to 8,000 youth (2016)
- Formation of cluster-based employer engagement strategies.
- Successfully implemented leading-edge technology to manage grants and service delivery
- Recognized by the Department of Labor and the White House for innovative service strategies (2014)
- Recognized by the Michigan Works Association for outstanding performance (2013)

Vice President, Compliance and Public Affairs 2017

Interim President and CEO 2016- 2017

Chief Operations Officer 2012- 2016

### Deputy Director

DETROIT WORKFORCE DEVELOPMENT DEPARTMENT

2011- 2012

Detroit, MI

#### Key Accomplishments:

- Successful service to over 40,000 adult and youth in Detroit
- Successful core function identification, and lean processing of all departmental functions
- Successful restructure of organization
- Improvement of contract monitoring systems
- Development of implementation plan for IT and information systems

### Director of Public Sector Solutions

PRISM SOLUTIONS

2001–2011

Southfield, MI

*A full-service management and technical services consulting firm specializing in providing professional services to healthcare, government, nonprofits, and private business enterprises.*

#### Key Accomplishments:

- Helping clients build capacity, improve performance, and find value

Relevant Clients: City of Detroit, Detroit LISC, Focus Hope, SER Metro, Warren Conner Development Coalition, DMC, Oakland University, United Way of Genesee County, Ruth and Charles Mott Foundation

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*PROFESSIONAL EXPERIENCE CONTINUED*

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**Chief Information Officer**

DETROIT-WAYNE COUNTY MENTAL HEALTH AGENCY

1997–2001

Detroit, MI

*The nation's largest public health system. An agency with an annual budget of over \$600 million and a service provider network of over 50 providers, offering a comprehensive array of services to over 60,000 consumers and families in Wayne County with mental illness, substance abuse, and/or developmental disabilities.*

**Key Accomplishments:**

- Successful Implementation of MPCN Network Model
- Re-engineered administrative and clinical operating processes
- Developed integrated Quality Management (QM) plan and performance monitoring system

Department Manager III 1998-2000

Data Analyst Program Developer 1997-1998

**Higher Education Diversity and Inclusion Specialist**

UNIVERSITY OF MICHIGAN

1989–1996

Ann Arbor, MI

**Key Accomplishments:**

- Developed and implemented policy, programs, and research designed to promote access and achievement for underserved populations. Promoted diversity among the entire campus community, resulting in increased enrollment and retention of underserved populations, and a new policy that created a more diverse and representative university community.

Senior Program Evaluator UAW-GM EDC Program, School of Social Work 1996–1997

Graduate Researcher School of Social Work 1995–1996

Associate Researcher, Office of Multicultural Initiatives 1994–1995

Assistant to the Vice Provost for Minority Affairs 1989–1992

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*EDUCATION*

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**B.A. in Sociology**, University of Michigan, Ann Arbor, MI, College of Literature, Science & Arts

**Sub-concentration** Law, Criminology, and Deviancy

**M.S.W.** University of Michigan, Ann Arbor, MI School of Social Work

*Additional coursework*

University of Detroit Law School

Leadership Training, American Society of Employers

Team Building American Society of Employers

Project Management Professional (PMP) Certification Courses I and II, Washtenaw Community College

Continuous Quality Improvement (CQI) Train the Trainer