

MARTA SIBERIO

CONSULTING

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President, Marta Siberio Consulting, Inc., March 1993 to present.

Marta Siberio Consulting, Inc. provides organizational development and strategic management consulting to government agencies, foundations, non-profit and healthcare organizations. The firm offers a range of services which help organizational leaders respond to emerging trends and policies requiring significant organizational change in the areas of health care, child welfare and social services. Specific approaches include facilitation, executive and team performance coaching, strategic planning and tactical implementation assistance.

Marta Siberio Consulting is a certified minority and woman-owned business enterprise

Consultant to International Humanitarian Assistance Organizations, March 1992 to June 1993. Provided project management and technical assistance to the following organizations in Russia, the Baltic States and the Republics of Central Asia: The American-Jewish Joint Distribution Committee; CARE-USA; The American International Health Alliance; The Soros Foundation and New York University.

New York City Department of Health, 1989 to 1992.

Acting Deputy Commissioner for Health Support Services, December 1991 to March 1992, December 1989 to April 1990; **Assistant Deputy Commissioner for Health Support Services,** 1991 to 1992. Directed over 500 staff in the budget, finance, Medicaid billing, facilities management, administrative services, audit, permit issuance, vital records, human resources, planning, grants and MIS functions of New York City's public health agency; oversaw the preparation, negotiation, monitoring and control of a \$300 million operating budget for an agency with 3400 employees during a period when staff and budget were reduced by nearly 20%; conducted a review of and made recommendations to improve the agency's \$8 million a year Medicaid collection process.

Assistant Commissioner for Management, Operations and Planning, 1989 to 1991. Prepared, conducted financial analyses in support of, and negotiated the Department's \$27 million request for new program funding; coordinated requests for and administered \$30 million in Federal grants; established a new Child Health Planning Office to improve the health services provided to the City's children; developed a strategic planning process which helped define the agency's priorities.

New York City Mayor's Office of Operations, 1983 to 1989.

Assistant Director for Human Services, 1987 to 1989; **Senior Analyst for Social Services,** 1986 to 1987; **Child Welfare Analyst,** 1984 to 1986; **Assistant to the Director,** 1983 to 1984. Supervised seven professionals in developing and monitoring City policy on human services issues including child welfare, employment, health care, education, services for the homeless and housing for individuals with AIDS; advised First Deputy Mayor on human services budget issues; developed program for runaway children; led a team to improve administration in the Chief Medical Examiner's Office;

assisted in preparing the City's 1986 foster care expansion plan; analyzed workloads of child protective workers and developed reorganization which upgraded and increased staff; coordinated and edited reports by staff for inclusion in the Mayor's Management Report; prepared a manual of procedures for use by City agencies in developing productivity measures for monthly review by the Deputy Mayor.

EDUCATION/FELLOWSHIPS

M.P.A., New York University, Robert F. Wagner Graduate School of Public Service, May 1993. Recipient of Mayor's Graduate Scholarship.

B.A., Amherst College, Political Science and Spanish, 1983. Member of Phi Beta Kappa.

Harvard University, Kennedy School Program for Senior Executives in Government, Summer 1991.

Fellow, Hispanic Health Leadership Program, National Coalition of Hispanic Health and Human Services Organizations (COSSMHO), Summer 1991.

OTHER

100 Hispanic Women, Founding Member, Spring 1995. Participated in the formation of this non-profit organization created to support the professional development of Hispanic women. Organized sold-out conference on the mental health of Latinas in April 1996.

Cause Effective, former Board Member. Served on the Board of this non-profit agency that provides technical assistance to other non-profits in fund-raising and resource development.

Women in Health Management, former Board Member. Designed programs on the latest trends in health care for members of this non-profit organization of professional women in the health field.

Fordham University Graduate School of Social Service, Instructor, Spring 1994. Taught course on the history of social welfare in America and the policy-making process.

Bilingual, Spanish/English. Born in Havana, Cuba.