

Kenneth Luis Medina, MBA

Strategic-thinking Consultant and Senior Operations Executive

Leading public business and financial operations through difficult situations to long-term success.

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My Story, My Role: Benefit Client Organizations that serve the Public

With passionate energy, a firm conviction, and an eye for quality, I lead business operations through difficult situations to a future of financially firm success.

I support the overall operation, administration, and management of NPOs, and provide strategic executive-level leadership in central administration. I specialize in leading and managing process improvement in organizations that have experienced operational troubles, mismanagement, financial difficulties, scandals, or non-compliance, and which seek immediate improvement. I focus team energy and skills to advance efficiency and effectiveness of the core mission. I employ my unique, experienced combination of integrated communication, oversight, and management process implementation, to ensure that each organization I serve will greatly improve troubled operations; and those organizations will experience measurable improvement within one budget cycle.

I enable positive change, operational improvement, and financial strength – with great results. I love what I do!

Education Employer-Clients:

<i>Harrisburg School District, Harrisburg, PA – Business Manager</i>	<i>'16-18</i>
<i>Helen Thackston CS, Lincoln CS, and Esperanza CS – Consultant / Chief Operating Officer</i>	<i>'15</i>
<i>Bensalem Township School District, Bensalem, PA – Director of Business Operations</i>	<i>'12-'14</i>
<i>The School District of the City of York, York, PA – Director of Business & Finance</i>	<i>'10-'11</i>
<i>Tulpehocken Area School District, Bethel, PA – Interim Business Administrator</i>	<i>'08</i>
<i>Millersburg Area School District, Millersburg, PA – Business Manager / Board Secretary</i>	<i>'06-'08</i>
<i>Manheim Central School District, Manheim, PA – Assistant Business Manager</i>	<i>'97-'99</i>

Private Sector Employer-Clients:

Six years of focus in financial services increased my understanding of financial markets, including insurance, insurance products, equities, and fixed income securities. My customer-centric service in banking and financial securities operations, regulations, and compliance continues to be valuable to my Employer-Clients today, and augments my recommended strategies to take advantage of investment opportunities and insurance programs:

<i>The Pennsylvania Builders Association, Harrisburg, PA – Treasurer, Board of Directors</i>	<i>'03-'06</i>
<i>PNC Bank / M&T Bank, Harrisburg, PA – Financial Services Consultant / Investment Advisor</i>	<i>'02-'06</i>
<i>AXA Advisors, LLC, Lancaster, PA – Licensed Representative, Investments & Insurance</i>	<i>'99-'02</i>
<i>College of Business, Lebanon Valley College, Annville, PA – Adjunct Professor</i>	<i>'99-'00</i>

Self-Employed Entrepreneur:

Since 2005 I have co-owned and solely managed residential properties - *M & D Properties* 2005 – Present
Providing me with a steady stream of income and professional focus while building self-reliance and other skills.

Professional Education

Bachelor of Science – Hotel Restaurant & Institutional Management *The Pennsylvania State University, May 1987*
Master of Business Administration – Business Administration *Lebanon Valley College, May 1999*
Doctoral Student – Ph. D., Public Administration *The Pennsylvania State University – degree work continuing...*

Audit, Benchmarking, and Systems Implementation Effectively Reduced Waste, Fraud, and Abuse

Revelations of illegal activity uncovered years-long theft and abuse. Previous attempts to implement system-wide, quickly-auditable operations technology had been ignored and abandoned.

Professionally responsible and accountable, I effectively lead internal audit teams then collaborated with external auditors and law enforcement to discover and address deficiencies that had been misdirecting resources from the core mission. I did lead teams and corrected operations to be more compliant; I reduced opportunities for fraud and abuse; and then **redirected and recommitted resources of over \$200,000 per year to the organization's core mission.**

Results included increased technical competency throughout the organization, clean & unqualified Single Audits, and an increased Moody's Rating, **which decreased borrowing costs over 25 basis points on an \$80 million renovation project.**

Payroll System Selection and Implementation Cut Labor Costs 8% in First Year.

Payroll and compensated leave processes did not operate accurately, compliantly, or efficiently in a large NPO. The corporate culture resisted all modernization techniques.

I achieved cross-departmental employee buy-in and weakened the resistance to change by communicating the vision for my department and the entire organization. I conducted multi-departmental analyses against industry benchmarks. I formed quickly a robust, customer-centric roll-out plan, provided frequent corporate communications & training events, and team-solved cultural concerns.

By modernizing and consolidating payroll data collection, verification, and processing, **I reduced payroll costs by over 8% with no reductions in workforce, saving \$4.3 million of \$54 million annual payroll.**

Transparency, Communication, and Work Ethic Build Trust and On-Going Savings over \$6 Million Annually.

Budget plans had not been reflective of actual expenses, which in turn had not been aligned with strategic plans. Operations had not been reflective of goals and distrust was prevalent in the organization.

I increased high levels of trust within and between the organization's stakeholders, administration, and employees by leading fiscal transparency, alignment, and corporate communication. I maintained ultimate accountability, consistent responsibility, and high professional standards for self and immediate department. I demonstrated and encouraged a strong work ethic, trust in work teams, and a low tolerance for habitual outliers – which aligned and became central to the organizational culture.

As a result, operations were aligned and reflective of organizational values and goals, **efficiencies were increased, and the misdirection of resources was reduced by \$6.2 million compounded annually.**