

# Mark Wiesel



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**H&W Independent Solutions is a multi-faceted training and consultation firm offering individually tailored services to agencies supporting people with disabilities.**

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**Areas of Expertise:**

- Organizational assessments – Structure and communications
  - Strategic planning
  - Project development and implementation
  - Management tools, data analysis, performance indicators
  - Staffing evaluation
  - Management and Supervisory training
  - Fiscal management and planning
  - Curriculum Development
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**Vice president and co-founder**

H&W Independent Solutions, Inc.  
June 2001 – Present

Selected Projects:

- Illinois “State Operated Developmental Centers Consultation and Technical Assistance”  
May 2007 – June 2009: Consulting and technical assistance at nine SODCs. Joint venture with Pennhurst Group, LLC. Conducted management assessments including organization evaluation, communications, staffing levels, overtime analysis, quality assurance systems, labor relations, supervisory skills, training programs. Recommended both facility and systemic initiatives for corrections and regulatory compliance. Developed system-wide staffing calculator based on acuity of individuals being supported.  
Activities at Howe Developmental Center: Developed Quality Improvement Plan and supervised on-site management team attempting to achieve regulatory compliance prior to State’s decision to close facility. Conducted front-line supervisor training; reviewed and consulted on fiscal management; developed overtime tracking tools; Assisted with staffing requirements development and worked with DHS/DDD to increase staffing ratios.
  - Oakwood Developmental Center, Kentucky  
July – Dec 2008: Organized and managed project to review all Individual Life Plans and QMRP activities for compliance with Plan of Correction from recertification survey. Assisted in redesign of integrated Comprehensive Assessment, Assessment Summary and Comprehensive Case Formulation.  
May 2008: Participated in H&W’s “mock survey” to help prepare facility for recertification. Reviewed staffing, management practices and safety drills.  
Aug 2006 – Jan 2008: Provided consultation and public policy support for Family support organization. Delivered advocacy training and assisted in development of public policy statements and fact sheets.  
Nov – Dec 2005: Conducted management organization and communications analysis. Delivered final report to Kentucky CHFS. Many recommendations implemented during 2006 – 08, including management structure changes and elimination of multiple staffing sources.
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**M. Wiesel - H&W Independent Solutions**

	<ul style="list-style-type: none"> <li>• ANCOR 2006 - 08: Develop and produce State Medicaid Fact Sheets for support of National Advocacy Campaign. Annual compilation of various Medicaid data for each of the 50 states and Washington, DC, to support ANCOR advocacy efforts in Washington and across the country.</li> <li>• Disability Rights Center of Maine 2002: Developed data base and reporting system for tracking and analyzing IPP objectives in support of AMHI legal proceedings.</li> <li>• California Foundation for Independent Living Centers June 2001 – January 2005: Various training and consultations including: Systems Change Network Time Management Training, Management Skills Development, Systems Change Advocacy training and Project Management training; Assistive Technology Network Multicultural Competency Training, Ethics training, Best Practices seminars; Strategic Planning and Leadership Retreats for Systems Change and Assistive Technology Network projects.</li> </ul>
<p><b>Sole proprietor</b> Independent Solutions 1991 – 2001</p> <p>Selected Projects:</p>	<ul style="list-style-type: none"> <li>▪ 1991-92: California Caregiver Resource Centers (Department of Mental Health): Project Manager for “Comprehensive Curriculum for Care Providers for People with Huntington’s Disease”. Managed project; wrote and developed curriculum; primary editor for 18 volume set of training manuals.</li> <li>▪ 1993-94: California Systems Change Network – Curriculum Development Coordinator. Facilitated needs surveys and skills evaluations; developed training plan and schedule, curriculum outlines and RFPs for training providers.</li> <li>▪ 1994- 2001: Developed and delivered courses for California Foundation for Independent Living Centers including: Internet Resources Outreach to Underserved Communities Internet Resources Personal Organizing Skills Systems Change Advocacy Individual Advocacy Communications</li> <li>▪ 2001: California Assistive Technology (AT) Network – Curriculum Developer/Coordinator. Facilitated definition of training priorities; developed curriculum requirements; prepared RFPs for training.</li> </ul>
<p><b>Selected Presentations:</b></p>	<ul style="list-style-type: none"> <li>▪ 2008: National Association of QMRPs, Annual Conference: Creating Some “Quality” Time – Using Your Time More Effectively</li> <li>▪ 2007: INARF Annual Conference: Managing Yourself to Manage Others and Key Performance Indicators – Managing what Matters</li> <li>▪ 2007: California Association of Adult Day Services: Alzheimer’s and Related Brain Disorders: Behavior and Treatment Strategies That Work</li> <li>▪ 2006: National Association of QMRPs, Annual Conference: Personal Strategic Planning – Managing Your Most Important Investment</li> <li>▪ 2005: National Association of QMRPs, Annual Conference: Managing Yourself to Manage Others – Developing Management Adaptability</li> <li>▪ 2005: California Association of Adult Day Services: Key Performance Indicators – Managing What matters</li> <li>▪ 2005: Developmental Services Network: How to Have Fun and Still Get the Job Done</li> <li>▪ 2004: Private Provider Association of Texas: Management and Supervision Skills</li> </ul>

**M. Wiesel - H&W Independent Solutions**

	<ul style="list-style-type: none"><li>▪ 2004: Developmental Services Network: Management and Supervisory Skills - Flexible Management</li><li>▪ 2002: California Association of Adult Day Services: Serving clients with Non-Alzheimer's' Brain Disorders</li><li>▪ 1991-2001: Various in-service presentations for people serving individuals with adult onset brain disorders including:<ul style="list-style-type: none"><li>Behavior Management</li><li>Pharmacological and Non-pharmacological Interventions</li><li>Family Issues</li><li>Stress Management</li><li>Genetics</li><li>Movement Disorders</li><li>Communication Management</li><li>History and Overview of Huntington's Disease</li></ul></li></ul>
<b>Advocacy and Public Policy</b>	<ul style="list-style-type: none"><li>▪ 2004-05: CMS Subcommittee on Infrastructure: Advisory board on respite care for Caregivers for People with Adult On-set Brain Disorders</li><li>▪ 1997: Huntington's Disease Society of America Special Award for Advocacy</li><li>▪ 1995: Chief Advocate/Co-author for California SB-472: Neurological Degenerative Disorders Training</li><li>▪ 1994: Wrote and organized testimony for US House of Representatives Subcommittee on Economic Development</li><li>▪ Testimony before various California legislative committees including:<ul style="list-style-type: none"><li>Senate Committee on Health</li><li>Assembly Committee on Health</li><li>Assembly Finance Committee</li><li>Senate Special Committee on Aging</li><li>Senate Special Committee on Genetics</li></ul></li></ul>
<b>Non-Profit Management</b>	<ul style="list-style-type: none"><li>▪ 1989-98: Trustee, Huntington's Disease Society of America, Greater Los Angeles Chapter</li><li>1994-97: President</li><li>1991-96: Vice-president</li><li>Various chairmanships including fundraising, advocacy, newsletter</li><li>▪ 1995-97: Chairperson, Help Reach Many Club, HR Textron Inc.</li><li>▪ 1993-95: Agility Forum - Member, National Advisory Council for Small &amp; Medium Enterprise Development</li><li>▪ 1994-95: Board of Directors &amp; Education Committee Chairperson - Valencia Industrial Association</li><li>▪ 1995-96: Board Member, Santa Clarita Transportation Management Association</li></ul>
<b>Education</b>	<ul style="list-style-type: none"><li>▪ Stanford University, B.S.E, Graduated with Distinction</li></ul>