

Martha Rose

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Education

City University New York New York, NY

PhD Candidate, Criminal Justice

Research interests include: public attitudes, dehumanization, social othering and moral attitudes towards criminals and the seriously mentally ill, examining the role of stereotypes, stigma, labels, and bias; white collar crime, cheating, and corruption

Center for Group Studies New York, NY

- Certificate in Group Leadership-Conducted 600 psychoanalytic group sessions significantly improving day treatment center mandated participant disorders
- Conflict mediation-completion of 70 Hours Training
- Resolve resistance, transference, and conflict to organizational change
- Improve organizational performance by strengthening individual and group creativity, vision, innovation, emotional communication and ego functions.
- Education and training of group leaders.

Yale School of Management New Haven, Connecticut

Master's degree in Business Administration (MBA), 1986. Emphasis in public and private management; organizational development; finance, and entrepreneurship. *Visiting Scholar in Research* to Nicaragua's Central American Institute of Business Administration (INCAE) for Harvard Business School Case Study.

Antioch College Yellow Springs, Ohio

BA Biology/Chemistry and Latin American Studies, 1975. Coursework in Mexico & Chile.

Employment

2004-Present

John Jay College of Criminal Justice New York, NY

Adjunct Faculty

Teach undergraduate and masters level classes in sociology, political prisoners, human rights, social justice, public and international management, budgeting, finance, accounting (basic, managerial, forensic), white collar corporate crime

1985-Present

COMPAS New York, New York

Director, Organizational Development, Management and Finance Consultant

Work with individuals, groups and organizations to facilitate consensus building, change and transition, collaborating and training grassroots community non-profits, local, national and international public organizations, small businesses and corporations. Clients include: *Ford Foundation, International Planned Parenthood, Morgan Guaranty Trust, National Cooperative Business Association, NYC Board of Education, NYC Parks Department, NYU Business School, Pace University Small Business Development Center, USAID, World Bank, World Council of Credit Unions.*

- Negotiate and facilitate organizational conflict, working within emotionally charged situations to manage conflicting and competing needs while maintaining constructive relationships, improving team operations and transforming conflicts into growth opportunities.
- Assess and design financial, programmatic and organizational strategies and management systems for unique private-public ventures on a local, national, and international level.
- Advise new and established businesses and non-profit organizations on finances, operations, competition, marketing, development and management decisions.
- Structure and prepare business and project proposals; instrumental in securing financing from both private and public sources of debt, equity, and grant monies.
- Create curriculum and teach courses on emotions and group decision-making, problem solving and collaboration, diversity and cross-cultural communication, community economic development, entrepreneurship, small business finance, planning, and commercial lending and public and private sector management, finance, and accounting.

1981-1985

Tax Man, Inc. Cambridge, Massachusetts
Tax Consultant/Financial Planner

Analyzed financial position of private clients for tax statements and investment portfolios; supervised team of financial planners to assess the tax liabilities of Gillette Co. employees.

1978-1984

La Alianza Hispana, Inc. Roxbury, Massachusetts

Boston's largest Hispanic multi-service agency, sponsoring community development, housing, cultural arts, elderly and social services, adult basic education, and youth programs.

Resource Development Specialist, 1981-1984

- Expanded and strengthened all agency programs by generating and administering \$1,000,000 budget, initiating relationships with foundations, individuals, corporations, government and media.
- Supervised, trained, and evaluated program directors.
- Founded the Cultural Arts Program by successfully linking entrepreneurial funding strategies and events with program activities; produced several major concerts and cultural performances.
- Produced and directed a series of educational Spanish language video training programs on health, entertainment, and the arts; originated "SALSAROBICS".

Project Director, 1981

Designed, organized, and administered summer day program for 120 youths at two sites. Hired, trained, and supervised 20 staff; managed camp budget, payroll and purchasing.

Employment Coordinator/Counselor, 1978-1981

Assessed and placed over 350 high school drop-outs in jobs, providing developmental and emotional counseling while administering and implementing a pilot Federal work-study GED program.

**Other
Experience**

Fluent in Spanish; extensive work overseas. Holistic health advocate researcher and community worker. Hiker, bicyclist, skier, kayaker and stilt walker. Advocate for social justice, human rights, and BLM.

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Teaching, Organizational-Program Assessment and International Development

Center for Financial Engineering in Development (CFED), Washington, DC

- Developed and taught Republic of Georgia university business faculty Training of Trainers (TOT) seminar on experiential teaching techniques of marketing, organizational development, and financial management.
- Prepared and taught seminar on Enterprise Restructuring in Uganda for the East African Development Bank to assist them in their privatization efforts.

Center for Group Studies (CAGS) New York, NY

Teach seminars on conflict resolution, team building, group dynamics, and decision making for organizations and schools seeking to improve performance and achieve goals.

City University of New York (CUNY) John Jay College of Criminal Justice, New York, NY

Adjunct faculty in Departments of Public Management, and Sociology. Teach international management, finance, budgeting, accounting, white collar corporate crime, and political imprisonment.

Community Non-Profits: Church Avenue Merchant Block Association (CAMBA); Local Development Corporation of East NY; Union Settlement Association

Designed and taught curriculum on small business development and financing for immigrants; provided business plan advice and financial projections for NYC Mentorship Program for Women and Minority Owned Businesses; conceptualized and managed micro-enterprise business development project

Development Alternatives, Inc. (DAI) Washington, DC

Assessed Ecuadorian credit unions for USAID small enterprise study. "GEMINI Technical Report No. 9, Ecuador Micro-enterprise Sector Assessment: Financial Markets and the Micro- and Small-scale Enterprise Sector".

Ford Foundation New York, NY

- Conceptualized a framework for the Program Related Investment Unit to evaluate "Social Purpose Business Ventures" funding decisions. Published document "The Use of Business Ventures to Pursue Social Goals".
- Assessed Community Development Corporations financial operations for organizational self-sufficiency

INCAE - Instituto Centroamericano en Administracion de Empresas Managua, Nicaragua

Researched public-private partnership between the government and a multinational company in the tobacco industry for a Harvard Business School case study.

Inquilinos Boricuas en Accion (IBA) Boston, NY

Conducted strategic analysis and organizational diagnosis of community cultural center.

International Planned Parenthood Federation (IPPF) New York, NY

Conducted Caribbean commodity fund feasibility study, analyzing financing alternatives while structuring operations, finances, marketing and management to maximize institutional self-sufficiency.

Morgan Guaranty Trust Company –Assessed the financial computerization of Court Employment Project's construction company providing employment and training to recently paroled youth

National Cooperative Business Association (NCBA) Washington, DC

Presented organizational change workshop to improve Caribbean credit unions (SME) business services.

National Federation of Community Development Credit Unions (NFCDCU) New York, NY

- Established "micro-lending" program in New York City low-income credit unions, evaluating loan requests, establishing lending criteria and training staff in NYC and nationally in credit and character analysis, while Securing \$ 900,000 for loans to qualified women and minority owned businesses.
- Taught classes to credit union staff on commercial lending; loan evaluation; business planning;

New York City Board of Education—School Leadership Teams New York, NY
Facilitated meetings of staff, management, union reps, parents, and students, negotiating conflicts, resolving differences, developing consensus for decisions, and improving team-working relationships.

New York City Parks Department—Welfare to Work Program New York, NY
Led training seminars for caseworkers on conflict resolution and case management.

New York University--Urban Business Assistance Corporation (UBAC) New York, NY
Taught seminars on entrepreneurship, financing, and business plan preparation.

Northwest Territories Economic Development and Tourism Baffin Island, Canada
Compared the relationship and role of economic development activities in the Baffin Region to other countries and regions, recommending alternative approaches in group "think tank".

Pace University Small Business Development Center (SBDC), New York, NY

- Taught seminars and counselled entrepreneurs on financing and entrepreneurship.
- Developed service systems, and trained staff to provide technical assistance for new and established organizations. Structured business proposals for over 200 clients; instrumental in securing financing from private and public sources of debt and equity monies.

Park Slope Food Coop Brooklyn, NY
Advise senior management of a 10,000-worker cooperative on personnel issues and group dynamics.

Sierra Club San Francisco, CA
Offer conflict resolution and mediation to elected club officials nationwide; improve the organizational effectiveness, interpersonal and group dynamics of the Atlantic Chapter.

World Bank Washington, DC

- Designed small and micro-scale enterprise project for Zimbabwe, negotiating collaborative arrangements and structuring other small business economic development efforts between international donors, government, service providers and financial intermediaries.
- Reviewed Swaziland institutional and informal financing for small, medium, and micro-scale businesses, recommending changes to strengthen the formal financial system and improve services.

World Council of Credit Unions (WOCCU) Madison, WI

- Managed multi-regional project to design and document cost effective strategies to provide services to small and micro-scale enterprise in Asia, Latin America, Africa, and the Caribbean.
- Developed guidelines for the worldwide credit union system to expand services to small and micro-scale enterprises, defining policy reform; institutional strengthening; and financial and business services.
- Evaluated productive lending training program for credit union personnel; taught "Training of Trainers" program globally for credit union personnel.
- Conceived and executed marketing strategy to promote organizational methodology.

Publications

Ford Foundation Report, "The Use of Business Ventures to Pursue Social Goals".

World Bank Report, Swaziland Financial Sector Study, Macroeconomics, Industry, Trade and Finance Division, Southern Africa Department. May 15, 1996

United States Agency for International Development (USAID), GEMINI Technical Report No. 9, Ecuador Micro-enterprise Sector Assessment: Financial Markets and the Micro- and Small-scale Enterprise Sector

Forest City Ratner, Organizational Job Descriptions

World Council of Credit Unions (WOCCU) Reports, Four Model Proposals for Credit Union Small and Micro-enterprise Business Lending Programs.

SMALL BUSINESS SERVICES

Work collaboratively with executives, business owners and their staff to conceptualize new strategies and approaches; develop realistic implementation plans to meet short- and long-term goals; and resolve resistances and obstacles to achievement and success. Advise new and established organizations on marketing, operations, competition, finances, development, and management decisions. Problem solve with people, identifying the feelings and issues to help them make better decisions. Use individual and group sessions to train and support new and improved business skills and expertise. Prepare business plans, and perform financial analysis and projections, management evaluations, resource development, and tax preparation for sole proprietorships.

- Conduct individual business assessments to analyze the current organizational situation. Understand the organizational goals as well as the personal goals of the individuals involved. Define the change process, providing technical assistance, resources needed to create the necessary shift in attitudes and skills. Develop realistic implementation plans to meet short- and long-term goals.
- Business plan preparation for numerous small businesses, identifying and researching potential markets, pricing services and products, analyzing break-even requirements, start-up and on-going financing requirements, structuring implementation plans, and submitting to private and public sources of capital for debt and equity funding.
- Developed recommendations on organizational structure, staff reporting relationships, and job descriptions and responsibilities for several rapidly growing NYC businesses including a valuation company which expanded from 2 people to 20 people in two years; a real estate development business which expanded from 5 employees to over 60 in less than one year; and a business providing specialty training to nurses which is growing from 1 part-time person to a 5-person operation.
- Created complex, integrated spreadsheets and financial accounting systems for Cost Control Department of a \$1 billion Real Estate Development Company.
- Worked closely with several business owners to create financial projections including income/expense statements and cash flow projections to be used for loan applications and organizational planning. Clients include an independent television program broker; a retail copy and film processor; and a temporary service organization.
- Designed financial management systems, recordkeeping procedures, and strategies to maximize cash flow and profit in a mail order business targeting child; an international trading company; numerous service businesses and artists.
- Formulated realistic budget and debt reduction action plan for numerous sole proprietorships in the service sector, negotiating payment plans with the IRS and other vendors.
- Analyzed business operations for numerous clients to understand true costs of delivering services and products; developed implementation plan to maintain growth while developing outside resources and achieving economies of scale.
- Secured debt financing from public sector programs and private lending institutions for various clients to allow their businesses to expand and grow. These include a fashion designer to finance her manufacturing; a construction business to purchase equipment and working capital; several food service businesses for marketing and working capital; numerous other small businesses.