

**CONFLICT OF INTEREST STATEMENT  
FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS**

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Board Nominee: Jimena Saenz

Category Representing: Private Sector

1. Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?

Yes ☐ No ☒ If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

DocuSigned by:

*Adrian Lopez*

Adrian Lopez

5/21/2023

Executive Director

Date

**MARIA JIMENA SAENZ, MHA****Strategic Healthcare Management Leader**[mj.saez321@gmail.com](mailto:mj.saez321@gmail.com) | *LinkedIn*

210.364.5610

Accomplished and influential executive with significant experience and achievement in organizational strategy development, project & program oversight, risk management, and service line intelligence—with specific success across esteemed healthcare organizations. A pragmatic thought leader and Subject Matter Expert (SME) with sound knowledge of market trends and changing industry landscapes; expertly synthesizes research and analysis into healthcare strategy recommendations, strategic decision-making support, and project proposals. A proven advocate of diversity, equity, and inclusion (DEI) in the workplace.

Develops, leads, and empowers top-performing teams. Polished communication and interpersonal skills; forges productive relationships with globally-diverse groups of clients, key stakeholders, and colleagues at all levels. Committed to optimizing operational processes, productivity, and performance. Recognized for sound judgment, analytical mindset, mental agility, and solid business acumen. Accountable, resilient, and respected.

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## Areas of Expertise

Strategic Planning & Analysis | New Business Expansion & Growth | Diversity / Equity / Inclusion  
 Workforce Development | Market Research | Competitive Analysis | Process & Workflow Optimization  
 Service-Line Intelligence & Solutions | Change Management | Mentoring & Coaching  
 Thought Leadership | Bilingual: Spanish/English | Advanced Technical Proficiency

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## Professional Experience

**METHODIST HEALTHCARE SYSTEM** | San Antonio, TX | 2023 - Present

### **ASSOCIATE VICE PRESIDENT, WORKFORCE PLANNING & DEVELOPMENT, DIVISION HUMAN RESOURCES**

Spearheads workforce planning and development, international nurse recruitment and operations, and other various confidential and human resource specific strategies. Responsible for managing and coordinating the operations and activities centered on optimizing MHS' workforce efforts for the division. Conducts long-range planning for the organization implementing solutions and projects as approved, and oversees strategic planning for the Human Resources Department and projects utilizing project management, business process management, and change management disciplines for successful project execution.

- Manages and directs day-to-day operations of the International Recruitment Program to include business processes in accordance with the strategic goals and vision of the organization. Currently managing 7 international agencies (and growing) with 400 offers for international nurses to arrive through 2024-2026
- Leads system-wide teams of internal and external stakeholders and identifies, secures and deploys workforce programs available through the state, federal and/or private grants based upon the needs of the division to support and enhance the educational advancement for to continuously improve division workforce.
- Works closely with universities, colleges, programs, to identify opportunities for current and future workforce to include upskilling current employees and identifying graduates from respective educational institutions or programs. Catalogs all opportunities and programs through a developed Workforce Planning Matrix.
- Develops and implements workforce pipeline programs, defines expectations, and identifies resource and budget allocation per project/program. Communicates project progress and status to C-suite/stakeholders, gathers and integrates input from all appropriate stakeholders.

**METHODIST HEALTHCARE SYSTEM** | San Antonio, TX | 2019 - 2022

### **DIRECTOR, STRATEGIC PLANNING & ANALYTICS, STRATEGY AND BUSINESS DEVELOPMENT DEPARTMENT**

Directed corporate strategy, competitive market research & reporting, analysis, enterprise planning, and service line program development. Headed multiple program steering committees with executive leadership and sponsors; coordinated governance meetings. Currently employing potent confidential strategies across multiple, large-scale projects—slated to garner significant savings and/or revenue for the company.

## MARIA JIMENA SAENZ, MHA

- Executed progressive corporate/division strategy and directed full-scale strategy implementation in collaboration with organizational leaders and key stakeholders
- Directed and completed complex strategic planning process despite significant business challenges of COVID-19 pandemic
- Earned recognition as strategic service line planning SME for securing sustainability and growth
- Formalized the development, tracking, and reporting of key metrics—both financial and deliverables; dispersed information to influence and support project and program processes, approaches, and methodologies
- Established a culture of high performance aligned with forward-facing vision and ambitious business targets
- Optimized market intelligence for ten San Antonio-based facilities; synthesized comprehensive analyses on key industry trends to generate strategic business intelligence
- Coordinated multiple project teams simultaneously; empowered teams across the restructure of competitive strategy for key business units in response to changes in the competitive environment

**CHRISTUS HEALTH** | South Texas Region / San Antonio, TX | 2017 - 2019

### **PROGRAM MANAGER - ANALYTICS MARKET RESEARCH, STRATEGIC PLANNING AND COMMAND CENTER DEPARTMENTS**

Drove data-backed decision making and optimized strategy development as operational leader of health analysis, reporting, program administration, and process/systems enhancement. Devised KPIs, reporting, and dashboards for daily/weekly/monthly/quarterly evaluation. Utilized performance metrics and financial analysis to develop strategic action plans; employed service line market share reporting to identify growth solutions.

- Excelled in dual role (both regional and corporate capacities), developing and executing portfolio for strategy, accountability, reporting, and process mapping (this portfolio subsequently adopted across all regions)
- Conceptualized and developed robust analytics reporting structure and business intelligence tools; launched rigorous quality assurance measures to authenticate data
- Championed organizational thought leadership to engineer optimized project management concepts, methods, and tools—and deliver enhanced stakeholder experience
- Implemented standardized quarterly market share reporting; slashed processing time by 25%
- Structured operational processes and reporting mechanisms for the CHRISTUS Command Center; collaborated with Operations team to secure \$4M+ in contribution margin in first year of Command Center operations

**CHRISTUS HEALTH** | Irving, TX | 2016 - 2017

### **PROGRAM MANAGER – STRATEGY MANAGEMENT & DEVELOPMENT, STRATEGY DEPARTMENT**

Executed corporate strategy to optimize workflow productivity and daily operations. Forged powerful partnership and engagement with Corporate Strategy Directors to identify advantageous opportunities for new business expansion.

- Launched dynamic international strategic planning process—from inception through to implementation—with new partner in Chile and Colombia
- Advanced strategic initiatives across international and domestic business divisions, and led project management, logistics coordination, and reporting
- Orchestrated intense research to design and implement company-wide technical enhancements and advancements
- Earned Contract Manager designation, selected to restructure and streamline all data information processing, analysis, and reporting
- Facilitated logistics and planning for 20+ company events (globally and domestically): retreats, workshops, and creative experiences across all corporate levels
- Selected to command corporate-wide Strategy Leadership Council; accurately identified areas of strength—and those in need of improvement or restructuring
- Earned recognition as Content Expert of global strategy; led international meetings in North/South America

**CHRISTUS HEALTH** | Irving, TX | 2013 - 2015

# MARIA JIMENA SAENZ, MHA

## SENIOR ANALYST – STRATEGY MANAGEMENT & DEVELOPMENT, STRATEGY DEPARTMENT

Forged powerful collaboration with C-Level executives and management leaders to design and implement impactful global strategy. Delivered internal consulting support across multiple projects—from inception through successful execution. Engaged with C-Level executives and cross-departmental colleagues to monitor all KPIs and financial metrics.

- Identified high-growth business development opportunities and strategy solutions via extensive financial and market intelligence tools
- Furnished far-reaching research, analyses, and reporting for corporate leaders to support and influence key decision making processes; delivered operational assessments, market evaluations, financial analysis, and peer competitor analysis
- Recognized as SME on Executive Strategy Manager (ESM) and Achieveit software; led training for 100+ employees in both Spanish and English

*Additional experience:* **Administrative Intern** (Veteran's Affairs North Texas Health Care System); **Graduate Research Assistant** (Texas State University)

## Education & Certification

**Master of Healthcare Administration** | Texas State University

**Bachelor of Science, Economics (major), Business Administration (minor)** | Texas A&M University

**Palladium Group Kaplan-Norton Balanced Scorecard Certification** (*Strategic Planning Recognition*)

## Community Leadership & Volunteerism

**Communications Chair:** Methodist Healthcare System Division Employee Advisory Group (2023)

**Chair:** Methodist Healthcare System Women's Colleague Network (a DEI initiative) (2022)

**Current Volunteer:** Visitation House, Meals on Wheels, Alzheimer's Association

## Technical Proficiency

MS Office Suite (Advanced) | Advisory Board | ESRI/ArcGIS | SQL | Stratasan | Sg2 | Truven  
Texas Healthcare Databases | Horizon Business Intelligence | MapPoint | Executive Strategy Manager  
Achieveit | Teletracking | Meditech | StrataJazz

## Languages

English | Spanish

## Chief Elected Official's Membership Guide for Local Workforce Development Boards

**H-200: Nomination Slate**

Note: This form is also available online at TWC's Workforce Development Boards Page.

**LOCAL WORKFORCE DEVELOPMENT BOARD  
NOMINATION SLATE**

**PLEASE TYPE**

1. Workforce Area: Alamo
2. Name of Nominee: Tasha Schmidt
3. Organization Representing: IBM
4. Position/Title: Global Talent Acquisitions Project Manager, Mergers & Acquisitions
5. Full Mailing Address 117 Legacy Run Dr, La Vernia, TX 78121
6. Daytime Phone Number: 830-433-3140
7. Email: tsubriar@hotmail.com / tasha.schmidt@ibm.com
8. Gender: ☐ Male ☒ Female
9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.
 

<input checked="" type="checkbox"/> White	<input type="checkbox"/> Black/African American	<input type="checkbox"/> Some Other Race
<input type="checkbox"/> Asian	<input type="checkbox"/> American Indian/Alaska Native/Native Hawai'ian	_____
10. Does candidate consider themselves of Hispanic/Spanish/Latino Origin? ☐ No ☒ Yes
11. Reference Item 3—Please list any applicable **Employer TWC Tax Account Number(s)**:  
 1) \_\_\_\_\_ 2) \_\_\_\_\_ 3) \_\_\_\_\_
12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: \_\_\_\_\_
13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):
 

Private Sector Large/For-Profit Business (large 500 employees or more) .....	<input checked="" type="checkbox"/>
Private Sector Small/For-Profit Business (fewer than 500 employees) .....	<input type="checkbox"/>
Other Private Sector .....	<input type="checkbox"/>
Education .....	<input type="checkbox"/>
Literacy Council.....	<input type="checkbox"/>
Economic Development .....	<input type="checkbox"/>
Vocational Rehabilitation .....	<input type="checkbox"/>
Public Employment Service (TWC).....	<input type="checkbox"/>
Adult Basic and Continuing Education.....	<input type="checkbox"/>
Organized Labor .....	<input type="checkbox"/>
Community-Based Organization (CBO).....	<input type="checkbox"/>
Public Assistance.....	<input type="checkbox"/>
Child Care Workforce .....	<input type="checkbox"/>

**Special Board Requirements** – Indicate, if applicable:

15. Nominee is a **veteran and is actively engaged** in the field of veterans' affairs or services ..... ☐

## Chief Elected Official's Membership Guide for Local Workforce Development Boards

16. Greater San Antonio Chamber of Commerce

Name of Nominating Organization

17. 602 E Commerce St San Antonio TX 78205

Street Address or P.O. Box of Nominating Organization City State ZIP Code

18. 210-229-2100

Phone Number(s)

19. Katie Ferrier 10/17/2023

Signature, Nominating Organization—President, Director, or other official Date of Signature

20. Katie Ferrier Vice President, Education & Workforce Development

Typed Name Typed Title

Individuals may receive, review, and correct information that TWC collects about the individual by emailing [open.records@twc.texas.gov](mailto:open.records@twc.texas.gov) or writing to TWC Open Records, Rm. 266, 101 East 15th St., Austin, TX 78778-0001.

Chief Elected Official's Membership Guide for Local Workforce Development Board

## PART H: FORMS

### H-100: Conflict of Interest Statement

Note: This form is also available online at TWC's Workforce Development Boards page.

#### CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Tasha Schmidt

Category Representing: Private Sector

1. Does Board nominee, any entity or business he or she is involved with, or the organization for which he or she is being nominated to represent have a contract with the Board?

Yes ☐ No ☒

If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

Designated by:  
Adrian Lopez  
JAN05F8A8A64402

Executive Director

10/17/2023

Date

# Tasha Schmidt, SPHR

830.433.3140 | [tasha.schmidt@ibm.com](mailto:tasha.schmidt@ibm.com) | Wilson County - LaVernia, Texas  
[Linkedin.com/in/tasha-schmidt](https://www.linkedin.com/in/tasha-schmidt)

## PROFESSIONAL SUMMARY

Results-driven with over 15 years of experience in strategic human resource planning, execution, and community service. Possess excellent communication skills along with the ability to interact with all levels of the workforce. Niche HR experience includes mergers, acquisitions, spinoffs, divestitures, workforce planning, reduction in force (RIFs) for organizations with over 10,000 employees globally. SPHR certified with advanced Microsoft Excel skills building dashboards and automated reporting to enable more efficient workflows.

## PROFESSIONAL EXPERIENCE

**Mergers & Acquisitions, Global Hiring Project Manager** **November 2021 – Present**  
IBM, Human Resources - Austin, Texas

A top performer recently recognized for successfully navigating difficult conversations and situations with a high-profile acquisition. Successfully met 100% of the acquisition business plan 30 days ahead of target.

- Partner with C-Level executives and CFOs to develop strategic hiring plans across all countries globally. (AMERICAS, APAC, EMEA, and ASEAN)
- Establish a clear understanding of acquired company Talent Acquisition support and processes. Then advise, develop, and roll out interim processes and procedures that can be followed during the pre-transfer of employment and post transfer of employment stages of the acquisition.
- Manage hiring teams of recruiters and sources to start swiftly and effectively delivering quality candidates that meet the needs of niche clients.
- Leverage market insight reports providing a clear assessment of market limitations, opportunities, and availability of talent throughout various stages of the acquisition process, from due diligence to a business-as-usual state.
- Act with urgency and influence to help clear roadblocks. Approaching situations using emotional intelligence methods while mediating issues between IBM and the acquired company.
- Coach, mentor, and partner with management and c-level executives to help understand new processes, technology, organizational culture, teams, and tips to navigate the business process.
- Utilize Publisher to create Playbooks. The latest project provides clear direction and detail to enable a quicker, more effective execution of the business hiring plan.
- Advanced Excel skills used to build the team's Master Hiring Report for all acquisitions. The report included automated features to reduce data entry and an automated dashboard reporting system, accelerating the turnaround time for reports.