

MATIERNEY LEADERSHIP DEVELOPMENT, LLC

July 23, 2019

To the Common Council
Of the City of Milwaukee

Dear Common Council Members,

I consider it an honor to write to you in support of the nomination of Griselda Aldrete to the tremendously important role of Executive Director of the Fire and Police Commission.

In recommending her for this job, I'd like to focus, in particular, on her leadership capabilities. Having worked as an Internationally Certified Executive Coach for more than a decade, I hope you will consider my opinion of Griselda Aldrete's leadership skills to be well informed.

To be effective in a role such as this, with multiple stakeholders, highly complex issues and a staff of professionals who have experienced repeated turnover of their leadership in the recent past, the ability to quickly earn trust is essential. As I'm sure you've read in letters from a variety of other community leaders recommending Griselda for this job, trust building is among her strongest skills. She values taking time to listen openly and deeply, observe attentively and ask probing questions. She makes people feel heard, respected and appreciated. Her ability to earn the trust of the staff, stakeholders, funders, partners and supporters of the non-profit organizations she has run has been fundamental to her ability to exponentially grow the impact of those organizations.

I have observed her inspire people to come together, work together and achieve much. She has demonstrated the ability to deftly and directly take on conflict, engage in difficult conversations and keep the key players with whom she works focused on the mission of the organization and the needs of the people it serves.

I know that you have information from multiple sources about Griselda's extraordinary academic background, broad and deep community network and remarkable professional accomplishments.

In addition to all of that, I can tell you with confidence that she has extraordinary leadership skills. She leads with grace and confidence. She leads people to collaboration. She leads people to realize their potential and to grow in their own abilities and impact. She leads from a place of strength and humility.

This job clearly requires someone who cares deeply about this community and someone with extraordinary leadership skills. I recommend to you that leader is Griselda Aldrete.

Thank you,

Mary Alice Tierney, ACC, ICC

CC: City Clerk Jim Owczarski