

Healthcare Transformation

An Interview with Maria Tiso, Metro New York Healthcare Industry Leader, KPMG LLP

EDITORS' NOTE Maria Tiso is an audit partner in KPMG's New York Healthcare practice. She has over 34 years of experience in providing audit and advisory services to healthcare providers and nonprofit organizations. Tiso serves as the Northeast Commercial Healthcare Public Services audit group leader and Metro New York Healthcare Industry leader. She has been recognized as Crain's New York Business 2020 Notable Women in Accounting and Consulting. She serves as Co-Chair of the KPMG Network of Women (KNOW), New York Chapter and is a member of KPMG's Executive Leadership Institute for Women. Additionally, she serves as a member of the Academy of Women Leaders of the YWCA. Tiso earned a BS degree in public accounting from Fordham University, Gabelli School of Business.



Maria Tiso

FIRM BRIEF KPMG LLP (kpmg.com) is the U.S. firm of the KPMG global organization of independent professional services firms providing audit, tax, and advisory services. The KPMG global organization operates in 143 countries and territories and has more than 273,000 people working in member firms around the world. KPMG is widely recognized for being a great place to work and build a career. The firm's people share a sense of purpose in the work they do, and a strong commitment to community service, inclusion and diversity, and eradicating childhood illiteracy.

How do you describe KPMG's culture and values?

Our culture is defined by an established set of core values: Integrity, Excellence, Courage, Together, and For Better. By prioritizing these values, we seek to provide a meaningful professional journey where our people, who are the heartbeat of our organization, truly make the difference for our clients, communities and each other. Our culture is our competitive advantage, driving innovation for our clients and firm and creating opportunities for everyone who is part of the KPMG community.

What have been the keys to KPMG's industry leadership?

Innovation and technology are fundamental elements of our firm's strategy. At the center of this focus is our transformation program aIQ, which aims to embed AI in everything we do

as a firm and touches every aspect of our business, from how we improve the experience of our clients, to how we run our day-to-day operations and upskill our people. While technology is a driving force behind our progress, we recognize that our people are our greatest asset, which is why aIQ takes a human-centric approach to delivering value for our clients and our firm.

Will you highlight KPMG's Healthcare practice?

KPMG's Healthcare practice stands at the cutting edge of industry transformation. We provide comprehensive solutions that enable healthcare providers, health plans, and life sciences organizations to collaborate and innovate in an era of rapid change at a time when the healthcare sector is experiencing unprecedented disruption, driven by emerging business models and technological advancements. Our integrated approach combines audit, advisory, and tax services designed to help clients navigate complex challenges and seize new opportunities. By offering sophisticated methodologies and tools, we support organizations in growing their businesses, improving performance, and effectively managing risks. At KPMG, our dedicated team is committed to driving innovation and leading the transformation of healthcare. We are passionate about developing solutions that not only address current challenges, but also create a more effective, efficient, and patient-centered healthcare ecosystem for the future.

How important is it for KPMG to build a diverse and inclusive workforce?

KPMG is focused on creating an environment where all individuals feel safe to take risks, share ideas, and contribute at their best level – with the benefit of mentors, coaches, sponsors, and people management leaders who effectively role model inclusive leadership. We understand that serving clients effectively requires a breadth of perspectives. These diverse perspectives spur innovation and are a critical component of exceptional performance and creative problem-solving. By championing mutual respect and appreciating personal uniqueness, we're building more than a workplace – we're demonstrating how organizations can thrive by embracing the full spectrum of human potential.

Do you feel that there are strong opportunities for women to grow and lead in the industry?

KPMG champions women's professional growth through our KPMG Network of Women

(KNOW), a dynamic business resource group connecting over 10,300 members across 64 U.S. chapters. In addition, our strategic initiatives include the Rising Stars program for high-performing senior managers and directors, and the Executive Leadership Institute for Women (ELIW), a comprehensive year-long professional development series. These targeted programs are designed to nurture leadership potential, providing women with the skills, networks, and opportunities needed to advance their careers. By investing in women's professional development, we're not just supporting individual growth – we're strengthening our organization's capacity for innovation, creativity, and exceptional performance. Our commitment extends beyond internal programs, aiming to raise awareness and create meaningful opportunities for women both within KPMG and throughout the communities we serve.

You have spent over three decades with KPMG. What has made the experience so special for you?

The last 34 years have been an incredible journey, full of amazing memories and milestones. My colleagues have always encouraged me to grow and learn, and I have developed skills by collaborating with talented and supportive colleagues who willingly share their knowledge, creating an environment where ideas thrive. Additionally, the firm's commitment to flexibility has allowed me to raise my four children while pursuing my passions. The friendships I've made over the years have enriched my life in countless ways. The sense of belonging and camaraderie I have felt throughout these years is something truly special. My journey here has been more than just a career; it has been a life filled with purpose, passion, and profound connections.

What advice do you offer to young people beginning their careers?

Starting your career can be both exciting and daunting. Always be open to learning and embrace every opportunity to gain new skills and knowledge, seek out mentors who can provide guidance and support, and don't hesitate to ask questions or seek feedback. Building a strong professional network is also very important, as it can open doors to new opportunities and provide valuable insights. Remember that your career is a marathon, not a sprint, so be patient and persistent in pursuing your goals. Lastly, take care of your well-being and strive for a healthy work-life balance, as this will help you stay motivated and productive in the long run. ●