



**Douglas B. Thomas**  
**Executive Vice President of Executive Recruitment & Leadership Development**  
**Strategic Government Resources**

Doug has close to 35 years of senior local government executive management experience. He joined Strategic Government Resources (SGR) in September 2015 as their first Regional Director to serve both Florida and the southeast, and subsequently as Executive Vice President of Executive Recruitment & Leadership Development serving clients nationwide. He primarily focuses on executive recruitment, leadership development, strategic planning, servant leadership, priority-based budgeting, performance reviews for the Chief Executive, and other training for local governments. He has vast experience working with state and local government leaders and in developing successful public-private partnerships. Doug is a regular presenter at national, state, and local association conferences and meetings on topics ranging from municipal electric utilities, park and recreational developments, legislative advocacy, strategic planning, priority-based budgeting, best management practices for performance reviews of the Chief Executive, and other municipal programs and practices.

Based in Keller Texas, SGR exists to help local governments be more successful by Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders. It is the 2nd largest local government executive search firm in the nation with clients in over 40 states and provides an extensive array of specialized live and online training, leadership development, assessments, interim placements, governing body and senior leadership team retreats, community and organizational strategic visioning, and other related services to promote innovation in local governments.

Prior to his work with SGR, he served as City Manager for the City of Lakeland, Florida for roughly 12 years. Lakeland is centrally located along the I-4 corridor between Tampa and Orlando with a resident population of over 100,000 and a service population of over 250,000. The City provides its residents a full array of municipal services, including a municipal-owned electric generation and distribution utility that is the 3<sup>rd</sup> largest in the state and among the top 25 nationwide. The organization's annual budget is

approximately \$600 million and employs roughly 2,500 personnel. The city is home to the Detroit Tigers during Major League Baseball's Spring Training; the Experimental Aircraft Association's Annual Sun 'n Fun Fly-In, recognized as America's second largest aviation event of its type; Florida Southern College, which features the world's largest one-site collection of buildings designed by the legendary architect, Frank Lloyd Wright; and the state's 12<sup>th</sup> university, Florida Polytechnic University, which opened in the fall of 2014.

Prior to Lakeland, he served as City Manager for the City of Alma, Michigan for close to 15 years. Prior to his service in Alma, he represented the City of Grand Haven, Michigan as Assistant City Manager, (1986-1989) and as Administrative Assistant to the City Manager (1984-1985). He also has held local government posts with the City of Rockville, Maryland and the Town of Landover Hills, Maryland.

His academic credentials include attainment of a Master of Public Administration from the American University, Washington, D.C. in 1983 with a concentration in Urban Affairs, and a Bachelor of Arts in Political Science and History from Bowling Green State University, Ohio in 1981.