

## Thomas R. Greer

PROJECT ROLE: KH Senior Consultant

FOCUS: Thomas R. Greer has more than 35 years of senior executive experience in municipal government, health care, insurance, merchandising, and consumer finance. His extensive career as a chief administrator in a large urban setting provides valuable insights into political, governance, service delivery, and change management issues in government.

Mr. Greer has attended and presented numerous programs on the consulting process, change management, management and organizational design, and various aspects of organizational performance. He is a past member of the Canadian Operations Research Society.

- REPRESENTATIVE CLIENTS:
- **Los Angeles Community College District, East Los Angeles College** – Project Manager for assignments including senior management development, strategic planning, organizational restructuring, development of a Balanced Scorecard, and executive coaching
  - **Chabot-Las Positas Community College District** – Lead Consultant for a review of Student Services as part of strategic cost management
  - **Contra Costa Community College District** – Lead Consultant for an organizational review of the senior level structure
  - **Los Angeles Trade-Technical Community College** – Project Manager for the development of a strategic plan
  - **Ventura Community College District** – Project Manager on a market assessment and organizational review, and the development of a strategic plan
  - **Los Angeles Universal Preschool (LAUP)** – Project Manager and Consultant to develop the CEO's performance review process and goals for the Board
  - **First 5 LA Commission** – Project Manager for projects including a reorganization, staff development program, project management protocol and skills development project, senior management team-building, and facilitation of the Board's performance review of the Executive Director for five years
  - **County of Orange Children and Families First Commission** – Project Manager and Consultant for an organizational review, a Human Resources Strategic Plan, and an executive recruiting process
  - **Los Angeles World Airports** – Lead Consultant on governance issues for the 1999 Industrial, Economic, and Administrative Survey
  - **Community Redevelopment Agency of Los Angeles (CRA/LA)** – Project Manager for an Information Technology (IT) audit, a review of Housing Systems, and the development of an IT Strategic Plan
  - **County of Los Angeles – Strategic Planning** – Project Manager or Senior Consultant for the development of Strategic Plans for the Office of Unincorporated Area Services (Chief Administrative Officer), the Public Library, Public Health, Sheriff's Department, and Community Development Commission (CDC)
  - **County of Los Angeles Public Library** – Project Manager and Coach for a senior management development program to assist with implementation of the Strategic Plan; Lead Consultant in the review of the County's land use planning and development processes

- **County of Los Angeles Civil Grand Jury** – Project Manager for management audits of the County’s Community and Senior Services, Community Renewal Agencies, Domestic Violence programs, Inpatient Pharmacy Services, and Group Homes for Dependency and Probation Cases
- **County of Los Angeles Sheriff’s Department** – Lead Consultant on the development of a Strategic Plan to address the re-entry of prisoners into the community
- **Los Angeles Region Small Business Development Center** – Project Manager for the development of a strategic plan for the lead agency and its 8 centers
- **International Council on Local Environmental Issues** – Project Manager to recruit a new CEO for this NGO that is affiliated with the United Nations

PRIOR WORK EXPERIENCE:

- Senior positions in the **City of Toronto** and the **Government of Ontario**:
  - Commissioner of Community Services
  - Member of the Board of Management
  - Executive Director of the Management Services Department (MSD)
  - Chief of Staff to Mayor of Toronto
  - Director of the Management Consulting Division, City of Toronto
  - Director of Operations Research and Coordinator of the Policy Development Group, Ontario Ministry of Health

EDUCATION:

B.S., University of Toronto  
M.B.A., York University, Toronto