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**Douglas S. Brown CAIA, CBC, CDIA, CVIA**  
**Partnering Facilitator**



Doug is the Chairman and CEO of Paradigm Associates LLC, a company he founded in 1985, and is now represented by professionals in multiple states.

Doug's personal clients are executives, managers and professionals throughout North and South America, Europe and South Africa. His experience spans over fifty different industries and crosses the for-profit, non-profit and governmental sectors. In addition to his work on strategic planning and leadership development issues in construction-related organizations, he is appreciated for his combination of facilitation techniques used during partnering sessions.

Doug has been facilitating partnering sessions since 1994 with participants from the USACE (ARMY CORP), EPA, NAVFAC, as well as for government departments (EPA, DOT) and authorities (ex. MTA, NYSTA) in multiple States (NY, PA, & MD). He started training others in the overall use of facilitation techniques in 1987, and started to formally certify others on behalf of another international organization in 2000. Doug's LinkedIn page, <https://www.linkedin.com/in/doug-brown-caia-cbc-cdia-cvia-tdc-tdfc-thdc-41b4191/>, contains more than 60 letters of recommendation, video testimonials, and more than 1300 endorsements.

Doug's thinking and communication styles helps people recognize and break through existing paradigms in order to solve stubborn problems and generate non-traditional approaches for working through difficult situations. These sessions have generated ideas that actually helped projects come in "on time and under budget". Doug is also an experienced speaker at national and international conferences, was a columnist for *American Executive* magazine (for C-Suite executives running organizations of \$50+ million in revenue) and has been interviewed on television and radio numerous times.

A believer in continuous improvement, Doug has received Certifications as a Business Coach, Total Quality Institute (TQI) Facilitator, and Analyst for the Attribute, DISC, and Values Indexes from Innermetrix, as well as certified in Acumen, DISC, EQ 12 Driving Forces, and TriMetrix HD from TTI Success Insights. He has also been Certified by the Institute for Sustainability in order to help organizations remain viable and competitive in an environment where the triple bottom line (economic, social and environmental success) is becoming increasingly important.

His previous career included both line and staff management responsibilities in several manufacturing companies, including Procter & Gamble. His career experience included generating cost savings and process improvement ideas that exceeded three million dollars per

year. Doug understands the concept of value engineering as a mindset.

Before graduating from the University of Delaware with a B.A. in Political Science and a double minor - Business & Economics and Philosophy, Doug was very active both locally and nationally. He was elected to lead multiple campus-wide, regional and national organizations, earned an internship in the U.S. Senate, and received an Undergraduate Research Grant to study *Leadership Styles vs. Group Behavior*.

When not working, Doug is active in the 20,000+ member Barbershop Harmony Society (BHS) and in 2014 was elected to serve a two-year term on its 10 member international Board of Directors. Subsequently, Doug was inducted into the Mid-Atlantic District Hall of Honor.

Doug remains active in the community of Cranford, NJ where he resides with his wife, Jill. They have two grown sons. In his local parish, he serves as both a Cantor and Lector. In the past, he has coached youth soccer, and served as Chairman of the Citizens Budget & Planning Advisory Committee. He is a president and board member of several non-profit, charitable, educational, and professional organizations and an active member and organizational consultant to the Meadowlands Chamber of Commerce.