

JAMES THOMASSON

Columbus, GA | 910.494.8100 | jithom23@yahoo.com | <https://careerwebfolio.com/jamesthomasson/>

SENIOR STRATEGY EXECUTIVE & MANAGEMENT CONSULTANT

Complex Problem Resolution • High-Performing Team Development • Customer & Employee Satisfaction

Goal-oriented Senior Strategy Executive and Management Consultant with extensive military leadership background and in-depth experience identifying and prioritizing organizational challenges based on industry trends and operational environment. Track record of directing independent reviews of problem situations, developing high-quality solutions, and implementing strategic action plans. Lead reward and recognition activities that increase employee motivation, performance, and engagement. Value-driven leader with exceptional collaboration, relationship building, and communication skills.

CORE COMPETENCIES

Dynamic Leadership | Team Building | Change Management & Innovative Strategy
Cross-Functional Partnerships | Management Advisory & Consultancy | Strategic Planning & Execution
Business Development | Creative Problem Solving | Performance Optimization | Project Management

PROFESSIONAL EXPERIENCE

United States Army | Fort Campbell, KY/Fort Polk, LA

2013 – 2023

Director of Plans & Strategy | Fort Campbell, KY | 2019 – 2023

Led strategic and operational planning and assessments for division of 20,000 employees. Directly managed 25-member planning team responsible for providing staff planning guidance and ensuring implementation of CEO's intent.

- **100% of operational planners under direct supervision promoted to next rank** through investment of personal time, counseling sessions, and resources to maximize performance and potential.
- **Delivered strategic plan to deploy division of 20,000 staff on short notice** by leading 150 cross-functional employees in executing air movement of critical personnel and equipment to Europe.
- **28% increase in KPI proficiency achieved across 3,500 employees** through directing cross-functional teams to plan, resource, and coordinate intensive, three-week training program.
- **Trained 20,000 employees on how to operate in austere environment for first time in 18 years** by identifying areas of improvement and determining best solutions to enhance processes and procedures.

Senior Consultant | Fort Polk, LA | 2016 – 2019

Directly supervised 52 employees while collaborating with division executives to identify areas of improvement and develop specific training methods to achieve goals, increase efficiency, retain top talent, and prepare staff for management positions. Analyzed unit performance in relation to doctrine, tactics, techniques, and procedures.

- **30% increase in supply chain operations** accomplished as lead advisor for C-level management, HR managers, and senior logistics managers.
- **Boosted profits by 20% and maximized efficiency and communication** by meticulously analyzing organizational procedures and regulations to ensure compliance while identifying gaps.
- **Commended for delivery of first-class training program** centered around designing and developing new performance measures for personnel, equipment, and systems of brand-new unit.
- **Identified methods to reduce risks and influence training processes and priorities** during planning and operations by authoring professional article published in *Field Artillery Journal*.

Chief of Staff | Fort Campbell, KY | 2015 – 2016

Served as principal agent for implementation of senior management's high-visibility initiatives and projects that required detailed analysis and coordination. Managed \$12 million annual budget and \$75 million in equipment.

- **35% growth in annual budget (\$12 million)** achieved through recapitalization of \$4.2 million in excess equipment to purchase new equipment and refurbish staff living quarters that positively impacted morale and productivity.
- **Improved performance measure statistics by 8% over previous year** by coaching, mentoring, and training staff to challenge status quo, share best practices, solicit innovative ideas, and identify developmental needs.

Senior Operations Officer | Fort Campbell, KY | 2013 – 2015

Oversaw training and development for 650 employees. Developed short- and long-term plans based on employee developmental needs, available resources, and organizational objectives in alignment with corporate strategic goals.

- **20% increase in mission-essential task proficiency** realized by planning, synchronizing, and resource long-range training, leader development, and certification process that yielded 100% pass rate.
- **\$580,000 in excess equipment recapitalized** through amendment of procedures to maintain accountability and status of each item.
- **Revised vision statement and purpose for 4,500-person division** by leading one-week strategic planning task force that defined and strengthened organizational culture, employee job satisfaction, and external perception.
- **Attained fastest-recorded time for headquarters movement** through optimization of processes and procedures.

United States Military Academy | West Point, NY**2011 – 2013****Course Director**

Supervised 18 college educators with responsibility for overall course development for 3,000 students. Appointed as member of Superintendent's Ethical and Honor Review Committee.

- **Appointed as principal company advisor** for unparalleled leadership, team building, and emotional intelligence.
- **Honored with outstanding volunteer service award** through mentorship and development of more than 200 students on personal time outside classroom setting.

United States Army | Fort Campbell, KY**2003 – 2011****Commander | 2009 – 2011**

Managed 109-employee division with responsibility for \$40 million in equipment and \$450,000 annual budget.

- **60% improvement in local governance participation** while coordinating with Afghan military and police forces to rebuild homes and defend villages earned through unifying local Afghans to join "cash for work" programs.
- **Restructured and transitioned 109-person team and drove new organizational purpose** by embracing change and new mission, leading organizational change, and delivering superior training and preparation.
- **Recognized for developing strongest relationship with Afghan National Army partners** through unification of two different organizations on common terms and strategic objectives.

Logistics Manager | 2008 – 2009

Coordinated, planned, and executed all logistical operations for 387-member division. Supervised all property transactions and classes of supply. Managed \$3 million annual budget.

- **\$25 million in equipment cleaned, repaired, and returned to personnel for critical training** by managing entire process through completion, leveraging relationships, and removing obstacles to ensure customer satisfaction.
- **Restructured 12-person team into three groups** that operated independently for 10 months in Afghanistan.

Assistant Operations Officer | 2006 – 2008

Supervised 15 personnel responsible for planning, resourcing, and briefing senior leaders on all operations, developing and monitoring KPIs, and assessing intelligence reports.

- **Established new firing position capable of supporting combat operations for over 5,000 personnel** through identification of problem's root cause, situation assessment, resource management, and solution development.
- **Coordinated mandatory and life-saving training for 387 staff** by leading four-person team to Kuwait to resource, develop, and assess training plan based on current environment, hinderances, and risks prior to deployment in Iraq.

Additional Experience: Junior Manager for United States Army (2003 – 2006)

EDUCATION & PROFESSIONAL DEVELOPMENT

Master of Management in Organizational Leadership

American Military University (Charleston, WV)

Bachelor of Science – North Georgia College (Dahlonega, GA)

Strategic Management Course (U.S. Army) | Teaching, Coaching, & Mentoring Certification (U.S. Army)

Advanced Leadership & Management Course (U.S. Marine Corps) | Equal Opportunity Leaders Course (U.S. Army)

Top Secret Clearance