



## EXECUTIVE SEARCH SERVICES

### INTRODUCTION

Having spent the better part of the last decade working in the public and non-profit sectors, we understand the ever-present pressure of unfunded mandates from the state and federal government, endless list of hoops to jump through from grant-making organizations and the (frequently) unrealistic expectations of local stakeholders.

Our purpose is to help you establish the capacity to address pressing matters without losing focus on the day-to-day operations of your organization. We spend a lot of time chasing funding and putting out "fires" in local government. We are often forced to react to circumstances outside of our control far more frequently than we are able to plan ahead. Even with this reality, projects and programs for organizations of diverse sizes and capacities are successful only because of proactivity, investment in useful technology and thoughtful long-term planning. These are the basic "best practices" of the public service industry which add value to the way we fulfill our missions and visions as organizations. This is especially true for managing our human resources and planning for the turn-over of our workforce.

Leadership change can often be disruptive to an organization. It is time-consuming and often expensive to attract, recruit and train the best possible employees. That is why M. S. Lane Consulting has established an Executive Search Service to help take pressure off of your organization while crucial leadership roles are filled with highly-qualified professionals. It is our goal to reduce short-term turnover by recruiting the best possible candidates. As you prepare for transitions in your executive management positions, we look forward to helping you recruit the "best and brightest" candidates to meet your community and organizational goals and objectives.

### CONSULTANT BACKGROUND

M. S. Lane Consulting was established in 2015 as a way to help local governments and non-profit organizations establish capacity for operating in the 21<sup>st</sup> century. Budgetary concerns have required staffing reductions, program cuts and many other consequences which have direct effects on service delivery in communities across the state and across the country. Founder and Chief Executive Member Matthew Lane has been in the trenches of local government for the last decade having worked in the Office of Management and Budget for an urban core community of about 50,000 residents, and most recently as Manager and Chief Administrative Officer of a small town in Mid-Michigan-communities of very different size and scope but who share many similar challenges. Lane's work began in Southeast Michigan while he studied political science, journalism and public administration at Eastern Michigan University. He worked with officials in Ypsilanti Township (Washtenaw County, MI) in their efforts to fight blight and establish a foothold for revitalization. He worked with management in the Village of Dundee (Monroe County, MI) as they began their commercial expansion west beyond U.S. 23, capitalizing on their relationships with enterprises in the area.

His management training and experience has been heavily focused on financial planning and analysis. However, over the last 10 years, Mr. Lane has been involved in dozens of recruiting efforts on both sides of the interview table- as a finalist in at least 6 manager searches, candidate in 7 more working with other consultants and as recruiter, interviewer and employer in 5 department head searches and numerous hiring efforts for other positions. He is highly experienced in the recruiting process and very familiar with the legal requirements of public sector employment.