

**Douglas S. Brown, CAIA, CBC, CDIA, CVIA, TDC, TDFC, THDC**  
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**DOUGLAS S. BROWN**  
**CAIA, CBC, CDIA, CVIA, TDC, TDFC, THDC**

Doug is the Chairman and CEO of [Paradigm Associates LLC](http://ParadigmAssociates.LLC), a company he founded in 1985, and is now represented by professionals in multiple states.

He has developed organizations in over fifty different industries and encompass the for-profit, nonprofit, and governmental sectors; his client experience includes multi-billion-dollar organizations. Clients' locations include operating in every corner of the US, Canada, Central America, Europe, Asia, and South Africa.

He has led or facilitated well over 5000 sessions, conducted hundreds of meetings from small groups to 450 people per session and has edited a dozen training and development programs. His previous career included both line and staff management responsibilities in several manufacturing companies, including Procter & Gamble.

Before graduating from the University of Delaware with a B.A, Doug led both campus and national organizations, earned an internship in the U.S. Senate, and received an Undergraduate Research Grant to study *Leadership Styles vs. Group Behavior*.

An active member of the Meadowlands Regional Chamber, Doug received the Arline Simpson Leadership Award in 2014. The New York Society of Association Executives (NYSAE) honored him as its Outstanding Associate Member in 2017, and the Trusted Advisors Network inducted Doug into their Hall of Fame in 2019.

When not working, Doug is an active member of the Barbershop Harmony Society (BHS) and President of the Atlantic Harmony Brigade. He also performs with the NYC-based Voices of Gotham and Somerset Hills, NJ choruses. Doug was elected and served on the Mid-Atlantic Board of Directors and the BHS International Board of Directors. In 2015, the Mid-Atlantic District inducted him into their Hall of Honor.

Doug and his wife, Jill, who have two grown sons, have been active in their Cranford, NJ community. Doug serves as both a Cantor and Lector in his local parish, has coached youth soccer, and served as Chairman of the Cranford, NJ Citizens Budget & Planning Advisory Committee.

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