Access to Experts

Doug Thomas , Director - Organizational & Talent Development , Cummins, Inc.

Mr. Thomas has responsibility for Organizational Development & Effectiveness at Cummins Inc, a Fortune 150 firm. In his current role he has been tasked by the Vice President of HR with the challenge of establishing the infrastructure and processes necessary to develop and implement a common Organization Design approach, model, language and tools, and to develop a training, qualification, deployment and sustainability model for the global HR Leadership community. Additional areas of responsibility include, Competency Management, Leadership Potential Assessment & Development, Career & Progression Planning, and Succession Management. He assumed this role in 2010 and his career at Cummins spans 20 years where he has held a variety of HR leadership assignments including International Distribution Business Segment HR Leader, Global Oracle HR Implementation Director, Global Research & Engineering HR Leader, with expatriate assignments in Brussels Belgium and San Luis Potosi Mexico. Prior to joining Cummins, Mr. Thomas was with Florida Power Corporation based in Crystal River and St. Petersburg FL, for 9 years and with Colourpicture Publishers Inc. based in Boston MA for 3 years. Throughout his career he has held a wide variety of Human Resources Line & Corporate assignments across most HR disciplines.

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