

MICHAEL A. CONDUFF

Areas of Expertise

- **Local Government.** Mr. Conduff is a 30-year veteran of local government, having served as city manager of four highly acclaimed University Communities in the U.S. He is fully credentialed by the International City/County Management Association (ICMA) and served on their Board of Directors as the Chair of the Finance Committee. In his early career, he was a city engineer and continues to maintain his professional engineering and registered land surveyor licenses.
- **Governance.** Mr. Conduff is the President and CEO of The Elim Group – *Your Governance Experts*, a governance, leadership, training, speaking, and consulting firm. He is considered one of the country’s leading experts in the field of municipal and nonprofit governance. He is a charter graduate of the Carver Policy Governance® Academy and is a past Chair of the Board of Directors of the International Policy Governance® Association.
- **Author, Speaker, Consultant.** A multiple-time, best-selling author with Jack Canfield (of Chicken Soup fame) for their book *The Success Secret* and with Brian Tracy for their book *Pushing to the Front – Front Line Strategies from the World’s Leading Experts*, Mr. Conduff is also the author or co-author of over a dozen other books including *The OnTarget Board Member – 8 Indisputable Behaviors*, now in its fifth edition; *Democracy at the Doorstep – True Stories from the Green Berets of Public Administrators*; *Bottom Line Green – How America’s Cities are Saving the Planet (And Money Too!)*; *Democracy at the Doorstep, Too! – More True Stories*; *The Policy Governance® Fieldbook*, a book on the practical applications of Policy Governance®; and *Making it Work – The Essentials of Council-Manager Relations*. Mr. Conduff also writes a regular governance column for **Public Management Magazine**, is a contributing author for the ICMA Effective Supervisor series and is frequently published or quoted in other national publications. He is a member of the National Academy of Best-Selling Authors, where he has been awarded the much coveted “Quilly.” He is a sought-after speaker at international, national, regional and statewide conferences and seminars and events.

Professional Experience

- **Bearing Advisors, LLC**, Founding and Managing Member, 2020-present
- **The Elim Group, Your Governance Experts**, Denton, TX, President and CEO, 2006-present
- **The City of Denton, TX**, City Manager, 2001-2005
- **The City of Bryan, TX**, City Manager, 1992 - 2001
- **The City of Manhattan, KS**, City Manager, 1987-1992
- **The City of Pittsburg, KS**, City Manager and City Engineer, 1977-1987

Professional Licenses and Services, Awards, Recognition, and Certifications

- ICMA Distinguished Service Award, 2019
- Quilly, National Academy of Best-Selling Authors, 2012
- Fellow, National Academy of Public Administration, 2005
- L.P. (Perry) Cookingham Award for Career Development, ICMA, 2004
- Best of Texas Visionary Award, Center for Digital Government, 2004
- President, Texas City Management Association, 2001
- President, Kansas Association of City Management, 1991
- Chair, Kansas State Board of Technical Professions, 1986 and 1990

Education

- Bachelor of Science, Civil Engineering (Cum Laude) University of New Hampshire
- Master of Business Administration, Pittsburg State University