



CONSULTANT PROFILE

AMANDA OPALEWSKI

Amanda’s passion for cities and local government began in an Introduction to Urban Studies course at Wayne State University, where she pursued a degree in Public Affairs and Urban Studies. Her early experience with the Michigan Suburbs Alliance and its Redevelopment Ready Communities program solidified her commitment to fostering vibrant, well-planned communities. She further honed her expertise by earning a Master of Public Administration from Central Michigan University, deepening her understanding of the systems and strategies that drive effective local governance.

With a diverse background spanning city management, elections administration, human resources, risk management, and facilities operations, Amanda brings a well-rounded and energetic approach to problem-solving in local government. She is especially passionate about mentoring the next generation of public servants, with a focus on recruiting and empowering young professionals, particularly women, into leadership roles. At Double Haul Solutions, Amanda combines her hands-on experience with a forward-thinking mindset to help communities strengthen their teams, improve processes, and create meaningful, lasting impact.

YEARS EXPERIENCE

12

EDUCATION

MASTER OF PUBLIC ADMINISTRATION - CENTRAL MICHIGAN UNIVERSITY

BACHELOR OF SCIENCE, POLITICAL SCIENCE & URBAN STUDIES - WAYNE STATE UNIVERSITY

SPECIAL EXPERTISE STRATEGIC PLANNING

COMMUNITY ENGAGEMENT

PROCESS IMPROVEMENT

TRAINING & DEVELOPMENT

Relevant Experience:

- City of Royal Oak – Executive Recruitment & Staff Engagement
- Traverse City DDA – Executive Recruitment
- Rochester DDA – Community Engagement & Facilitation
- City of Port Huron – Community Building & Engagement, Facilitation, Economic Development, Strategic Planning, Technical Assistance, and Advocacy
- City of Tecumseh – Staff Retreat Facilitation, Team Building

Relevant Expertise:

- Oakland County – Facilities Management
- City of Sterling Heights – City Management, Risk Management, Human Resources, Facilities Management, City Clerk
- City of Birmingham – City Management & Human Resources
- City of Royal Oak – City Management & Human Resources
- City of Auburn Hills – City Management

Relevant Certifications:

- Lean Six Sigma Green Belt training
- Lean Six Sigma – Certified Quality Improvement Analyst
- National Charrette Institute - Michigan State University
- 16/50 Women’s Municipal Leadership Program
- Leadership Oakland

A Definitive Decision.

WHY CHOOSE US



Prioritizing partnerships with authentic leaders who share our vision, purpose, and values of creating better communities for the future is paramount to us. Going above and beyond is in our team’s DNA and essential to sustainable long-term progress. Double Haul Solutions can tailor its project teams to your unique needs and requirements.

EMPLOYEE ENGAGEMENT SERVICES

What Employee Engagement Is and Is Not

Employee engagement goes beyond job satisfaction—it's about cultivating a workplace where employees feel respected, motivated, and connected to their work. It is built on open communication, meaningful recognition, and opportunities for growth, ensuring that employees feel empowered to contribute, innovate, and take pride in their roles. True engagement is an ongoing commitment to fostering a culture where employees feel valued, heard, and invested in the organization's success.

Effective employee engagement isn't just about policies, perks, or temporary initiatives. It's about creating a culture that supports professional development, collaboration, and a shared sense of purpose. It's not simply an HR function, it's a leadership-driven effort to build a workplace where employees want to stay, grow, and make an impact.

Amanda's Approach to Employee Engagement

In the public sector, retention strategies can't rely on the financial incentives commonly found in the private sector. Instead, local governments must find creative and meaningful ways to engage and retain staff through professional development, mentorship, and leadership opportunities. Encouraging employees to set personal and career goals while providing support through training, coaching, and structured growth pathways fosters long-term commitment and success.

A culture of recognition is essential—whether through formal awards, leadership opportunities, or everyday appreciation, employees should feel valued for their contributions. Even simple workplace gatherings, like team lunches or informal celebrations, can foster stronger connections, boost morale, and reinforce a sense of belonging. These moments build trust and camaraderie, making employees feel like integral members of a mission-driven organization.

By prioritizing open communication, professional growth, and a culture of recognition, organizations can create an engaged workforce that is committed to their roles and invested in the future of their community.

