

David Emanuel

L. David Emanuel is a globally recognized Human Resources executive with over 30 years of experience leading transformative people strategies across industries including energy, finance, entertainment, and utilities. As a trusted advisor to CEOs and executive teams, David is known for aligning talent initiatives with business goals, fostering inclusive cultures, and driving operational excellence.

David currently leads Develop Empowerment LLC, a consultancy focused on executive coaching and organizational development. He previously served as CHRO at JEA, where he launched an award-winning DEI program, created high school career pipelines, and negotiated five union contracts that significantly reduced grievances. His leadership helped shape a more inclusive and performance-driven culture for over one million customers in Northeast Florida.

His career includes senior HR roles at APR Energy, CIT, AEG Worldwide, Bowne & Co./RRDonnelley, and Citigroup. Highlights include managing global HR operations and multimillion-dollar budgets, designing succession frameworks, consolidating HR systems across continents, and leading large-scale organizational change. At Citigroup, he integrated 35,000 employees post-acquisition and streamlined payroll systems, saving millions annually.

David is also a passionate community advocate. He serves as Chairman of Angelwood, Co-Chair of the Jacksonville Chamber's Talent Advancement Network, and sits on advisory boards for the University of North Florida. His work empowers underserved youth, supports families with disabilities, and strengthens regional workforce development.

A graduate of Wittenberg University with a BA in History/Pre-Law, David brings legal insight, strategic vision, and a deep commitment to people-first leadership. He is a sought-after speaker, mentor, and catalyst for positive change in both corporate and civic arenas.