

## PROJECT TEAM



Dr. Melva Tate  
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Tate & Associates  
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### Key Project

#### Qualifications:

- Human Resources
- Business Administration
- Strategic Initiatives
- Workforce Development
- Organizational Structure
- Strategic Planning
- Compliance and Regulatory Knowledge
- Training and Development Proficiency
- Leadership and Career Coaching
- Market Research and Analysis
- Client and Relationship Management
- Award-Winning Leadership and Business Acumen

Dr. Melva Tate is a Human Capital Strategist and serves as the President & CEO of the award winning company, Tate & Associates, managing three unique divisions: Strategic HR Partnerships, Career Touchdown and Melva Tate Speaks. Dr. Tate has a B.S. Human Resource Management, an Executive MBA, and a PhD. in Business Administration & Entrepreneurship while also being certified as a Certified Life Coach (CLC) and a Professional in Human Resources (PHR). Her firm, Tate & Associates offers customized services in strategic planning, human resources consulting, business compliance, training and development, leadership and career coaching, and executive talent search to leading companies, universities, nonprofit organizations across the United States and internationally.

With 25+ years of solid industry experience uses creative ways to infuse her enthusiasm for the fields of business, human resources, and career development with her desire to help organizations succeed. She is a feature writer and contributor to leading newspapers and magazines including HR Magazine, Black Enterprise Magazine, and the Birmingham Business Journal on issues related to careers, leadership, strategic initiatives, diversity, workforce development and human resources.

#### Relevant Project Description:

- **Organizational Restructure of Bessemer Downtown Redevelopment Authority.** Will oversee a comprehensive organizational restructure of the Bessemer Downtown Redevelopment Authority to optimize operational efficiency and enhance its capacity to drive economic development.

#### 1. Key Responsibilities and Achievements:

- Will conduct a thorough organizational assessment, identifying areas for improvement in structure, processes, and talent management.
- Design and implement a new organizational framework, including revised job roles, reporting structures, and performance evaluation systems.
- Facilitate stakeholder engagement sessions to gather input from local businesses, residents, and community leaders.
- Lead change management efforts to ensure seamless transition and alignment with the new structure.
- Provide tailored training and development programs to equip staff with the necessary skills and knowledge to excel in their new roles.
- Facilitate town hall meetings, focus groups, and surveys to gather input and insights from the community on their aspirations and priorities.
- Design tailored training programs to equip DRA staff with the requisite skills and knowledge, enabling them to excel in their updated roles within the restructured framework.

#### 2. Outcomes:

- Improve organizational agility and responsiveness, resulting in a reduction in project implementation timelines.
- Enhance collaboration and communication across departments, leading to an increase in cross-functional teamwork.

#### Key Contributions:

- **Strategic Planning Expertise:** Utilizing her proficiency in strategic planning, Dr. Tate will play a pivotal role in formulating a comprehensive roadmap for the strategic development of Downtown Bessemer.
- **Human Resources Consulting:** Leveraging her expertise in human resources, she will advise on workforce optimization strategies to ensure alignment with the development plan's objectives.

#### Education:

- Tulane University – A.B. Freeman School of Business; MBA–MF, Management Fundamentals
- Birmingham Chamber – Project Corporate Leadership, Business Leadership
- Columbia Southern University, B.S., Human Resources Management
- Trinity University, Ph.D in Business Administration and Entrepreneurship

#### Certifications:

- Certified – Professional in Human Resources
- Certified – Life Coach
- Certified – DISC Teams Facilitator
- Certified – Artificial Intelligence Consultant (CAIC )

#### Affiliations:

- Ruffner Mountain, Board Member/Vice President
- Exceptional Foundation, Board Member/Governance Chair
- Heart of Africa, Board Member/Secretary & Treasurer

- Leadership and Career Coaching: Dr. Tate's guidance and coaching initiatives will be instrumental in empowering local leaders and professionals to foster an environment conducive to growth and development.
- Community Engagement: Actively engage with community stakeholders, employing her expertise in collaborations between businesses, residents, and local authorities to align their aspirations with the development plan.
- Executive Talent Search: Facilitate the identification and recruitment of key leadership figures crucial for driving the plan's implementation.
- Training and Development Programs: Oversee the design and execution of specialized training programs tailored to enhance skill sets and knowledge bases, to align individuals with the evolving needs of the redevelopment plan.
- Business Compliance and Consulting: Adeptness in business compliance to ensure that the redevelopment plan adhered to regulatory framework conducive to the environment for sustainable growth.

Dr. Melva Tate's proficiency in leading complex strategic initiatives, leveraging her expertise in human resources, strategic planning, and organizational development to drive tangible results. Her innovative approach and commitment to sustainable growth will be exemplified in these successful endeavors, showcasing her ability to transform communities and organizations alike.



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