



Melva Tate, PHR/CLC
President & Senior HR Consultant

Tate & Associates, LLC

Speaker • Facilitator • Certified Life Coach • Certified in Human Resources

Melva Tate lives by one rule: “Put in the work.” She also recruits, coaches and owns an award-winning business according to that rule.

Melva’s been putting in the work for more than two decades, serving as the Director of HR & Administration for two start-up organizations, Nexcel Synthetics and Kelly Construction Company. She’s also a radio personality, best-selling author, and a feature writer and contributor to leading newspapers and magazines including, HR Magazine, Black Enterprise Magazine, The Birmingham News, and the Birmingham Business Journal. In addition, Melva serves as an Adjunct Career Management Consultant for Warren Averett Workplace.

In 2008, Melva went to work for herself, opening Tate & Associates, LLC. The firm specializes in executive talent searches, human resource consulting, training and development, and career coaching to businesses, universities and nonprofit organizations. Tate & Associates’ success stories include clients like The United Way of Central Alabama, YWCA of Central Alabama, REV Birmingham, Birmingham Business Alliance, Birmingham Education Foundation, City of Irondale, City of Tuscaloosa, City of Jasper, Alabama Public Television, Miles College, and Beville State Community College.

But Melva believes that work must extend outside the office and into the community. As an activist, executive advisor, and often board member, she volunteers her time and energy with United Cerebral Palsy of Greater Birmingham, Alabama Workforce Development Council, Jefferson County Workforce Development Board, Alabama Women In Business, and The Birmingham Women’s Network. She is also a past two-term president and current senior advisor for the Birmingham Society for Human Resource Management, one of the national society’s leading chapters with more than 700 members.

Putting in work like this leads to an impressive list of credentials, including a B.S. degree in Human Resource Management, an Executive MBA, Certified Life Coach and Professional in Human Resources certifications. It’s also earned Melva the *BSHRM Leadership Excellence Award*, recognition as one of Birmingham’s “*Top 40 Under 40*” Professionals and **Best Minority Business Honoree** by the Birmingham Business Journal, and Cox Media’s **Best in Minority Business Winner**.

While Melva’s official title is Human Capital Strategist, she’s best described as a networking master and high-energy coach. Her passion is seeing people and companies flourish, and she is driven to

nurture dreams and cultivate relationships. While paying clients keep the lights on, Melva also accepts the currency of handshakes, hugs, and Facebook friend requests.