



## Biography

Dr. Antwain Tate Goode

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Antwain Tate Goode, PhD, is a native of Richmond, Virginia. He was reared in the Fairfield Court Housing Development and lived in the inner city of Churchill for most of his life and it is here where his incredible determination to develop began. Dr. Goode is very proud of his teachers from Fairfield Court Elementary School, as he credits their unwavering support in developing a strong scholastic foundation. In addition, Dr. Goode has strong ties to Virginia Union University and credits the school for providing community service opportunities which provided unmatched leadership exposure, thus positioning him to lead in the U.S. manufacturing sector. Dr. Goode is the author of the leadership book entitled “*Bet the Farm*” which highlights the importance of positioning, purpose, mission statements, and leadership anchors. The leadership book has created new dialogue into the importance of mentor/mentee relationships and provides new roadmaps for individual success.

Dr. Goode holds a doctorate of philosophy in the field of Organization and Management with a specialization in Leadership from Capella University. The specialization helped to refine his current manufacturing skill sets and to develop leadership concepts, which can be applied to dynamic global settings. Dr. Goode’s Dissertation Title: “A QUANTITATIVE EXAMINATION OF EMPLOYEE AND LEADER PERCEPTION OF LEADER AUTHENTICITY AND MORAL POTENCY IN U.S. MANUFACTURING”. His quantitative research study on Authentic Leadership Theory and Moral Potency Theory provided insight to the Organization and Management body of knowledge, as current research had not explored the gap that exists between leader moral consciousness when making moral decisions and the factors that contribute to individual honesty and self-worth.

Dr. Goode is the president of Tate Consulting, which aims to use its acronym, “T-“Tenacity, A-Attitude, T-Teamwork, and E-for Execution,” to help drive individual and corporate success. Goode’s professional focus is on leader development strategies and organizational strategic transformation, with particular emphasis on leveraging scholarly literature to innovate leadership trends. Tate Consulting provides tailored leadership services such as one-on-one personal leadership coaching, doctoral research support, work force readiness initiatives, leader training facilitation, and consult to non-profit organizations for business strategies. The mission of Tate Consulting is simple:

*“To change a life one person at a time through leadership development training!”*

Dr. Goode’s leadership philosophy has been developed through ten distinct areas of his life which include: Industrial Distribution, Operations, Executive Leadership Exposure, Consulting, Sales, Marketing, Advanced Exploration in Business Management, Higher Education Teaching, Doctoral Research Theory, and Christ centered family values. Dr. Goode describes his teaching philosophy as a developer of *Individual Innovative Confidence* by examination of the incredible world of manufacturing.

To compliment his PhD, Dr. Goode holds a High Point University MBA and has served as an adjunct professor of sales, marketing, and communication. During his studies, he was able to travel abroad to strengthen his business acumen for international markets. Visiting the Volvo manufacturing plant in Gothenburg Sweden, Lloyds of London, Rome, Florence, Madrid, and Barcelona provided strong opportunities to examine global supply chain solutions, diverse financial environments, strategic management, managerial ethics, diverse organizational behavior, and executive leadership creativity.

Dr. Goode’s considerable experience includes a record of achievement for developing customer-first solutions for many Fortune 500 manufacturing organizations, such as Philip Morris USA in Richmond, VA., Allied Signal Honeywell in Chester, VA., BMW Manufacturing Plant in Greenville, SC, GE Turbine Facility in Greenville, SC., RJR Tobacco in Winston-Salem, NC, Krispy Kreme Corporate Office in Winston-Salem, NC, and Weyerhaeuser located in Elkin, NC. to name a few. In addition, Goode has also served on the board of directors for the Milton Rhodes Center of the Arts, the 7690 Rotary Club of Clemmons, and is an Assistant Boy Scout Master for Troop 731 in Clemmons, NC. In addition Dr. Goode has written several articles in Myelife Magazine, and featured in magazines such as Forsyth Woman to share insight on purpose, family, and community. Winston Salem, NC. Chamber of Commerce Featured “Small Business Leader” of the month.



***Dr. Goode Keynote Speaking Engagements and Guest Leadership Panelist***

Winston Salem Urban League “Why Be a Boss” Keynote and Workshop Lecture WS, NC	2017
Winston Salem Carver Road Library Black History Month Panel Moderator WS, NC	2017
“Education Then and Education Now” Leadership Symposium	
Walkertown Library Community Workshop Keynote “Developing a family plan that sticks”	2017
Carver High School Millennial Scholars Program, Workshop Keynote “Own Your Purpose”	2017
New Canaan Men’s Fellowship Program, Keynote “The Character Building Power of Faith”	2017
Quality Education High School Program, Keynote “Own Your Personal Development”	2017
<b>Commencement Speaker</b> Carver High School 2017 “Attitude, Anchors, and Mentorship”	2017
Winston Salem State University 2017 “Team Up” Leadership Keynote	2017
<b>National Association of African American Librarian Conference</b> Leadership Anchors	2017
Virginia Union University “Career Development Workshop” Moderator, The Sands of VUU	2017
City of Winston Salem Employee Awards Banquet, Keynote, World Class Customer SVC	2017
Leadership Symposium panelist Winston Salem State University “Legacy and You”	2016
Winston Salem State University’s Male Mentoring Workshop and Leadership Lecture	2016
The Signature CEO Conference Keynote, University of Maryland College Park, MD	2016
Virginia Union University L. Douglas Wilder Library Leadership Keynote, Richmond, VA.	2016
Fayetteville State University Keynote, Alpha Kappa Mu Honor Society, Fayetteville, NC	2016
Virginia Law Library “Community Service” Keynote, Richmond, VA.,	2016
Authors Forum Panelist for New Directions Baptist Church, Richmond, VA	2016
Thomas Dale High School “Leadership Matters” Keynote, Chester, VA.	2016
Holy Trinity Full Gospel Baptist Church, Leadership Keynote, Winston-Salem, NC.	2016
South University “Developing Purpose” webinar Keynote, High Point, NC.	2016
The Boy Scout Eagle Scout Ceremony Keynote, St Stevens Church, Winston Salem, NC	2016
Salvation Army Re-Entry Program community service Keynote, “Workforce Re-entry”	2016
Leadership panelist 2016 Black Alumni Networking Expo, Arlington, VA.	2016
Leadership panelist 2016 Black Pages USA Power Networking Series, Greensboro, NC.	2016
North Carolina Central University Seminar: Building World Class Leaders, Durham, NC.	2016
Minority Business Expo Seminar theme: “Collaboration at Home”, Winston-Salem, NC.	2016
Hanes Brands Community Service Lecture, United Way of Winston Salem, NC.	2016
Walkertown Library “Develop Your Way to Success” Keynote, Winston-Salem, NC	2016
Johnson Controls Webinar Lecture, “Surviving a Merger” Winston-Salem, NC	2016
<i>News Cast:</i> New6 Richmond Virginia Today Show in Richmond, VA.	2016
<i>News Cast:</i> WNGN TV in Raleigh, North Carolina for leadership interviews.	2016



**Andrea Lamone Goode: Vice President  
Project Manager, Facilitator**

Bachelor of Science in Economics, Salem College

Mrs. Andrea L. Goode is an economist and native of Richmond, Va. Andrea has over 25+ years of project management and strategic communication experience. Mrs. Goode has an unrelenting focus on building partnerships and has expertise in timeline management. As an economics graduate, Andrea is valued and skilled in contextualizing community situations and identifying the root of economic problems. It is to note that Andrea is highly organized and is an incredible listener. Andrea is a proud mother of two and believes that through faith and prayer all things are attainable!

**AREAS OF EXPERTISE**

- Relationship Management/Excellent Communicator and Listener/Project Timeline Execution
- Strategic Consulting and Skilled in Online Marketing Strategies
- Consistently partnering with cross functional teams to provide the best total cost solution to the client and the organization



**Annie Brown: Executive Facilitator**

Bachelors of Science: Business Administration, Winston Salem State University  
Masters of Business Administration, University of Phoenix

Annie Brown is from St. Louis Missouri, but was raised in the Forsyth and Stokes County areas of North Carolina. First, Annie has an incredible background in serving others. She worked at Grainger Industrial Supply for ten years in various positions including warehouse, inventory management, office, call center, assistant branch manager, and finally as an operations manager. As an operations manager of a \$40 million per year location, she focused on customer service and satisfaction, process improvement, employee engagement, and change management as the organization was going through a major shift to stay competitive.

She was the lead in her district of changing the current call in process over to a virtual call center. While working at Grainger, Annie decided to strengthen her business management expertise and she earned her B.A. from Winston Salem State University in Business Administration, as well earning a MBA from University of Phoenix. It is to note that, Annie is currently a doctoral student pursuing her PhD in Business Management with a specialization in Leadership. She also currently is in the Winston Salem over 40 leadership program where she mentors high school seniors each week to assist them in graduating on time. She is also has worked with a client base consisting of commercial, Federal government, local government, universities, and healthcare. Ms. Brown is currently an executive corporate trainer at Tate Consulting and provides leadership strategic planning seminars and workshops. Most of all, she has a passion for helping people grow and feels that no matter what where you are in life, you can always grow through good leadership.

**AREAS OF EXPERTISE**

- Performance Improvement
- Business Strategy
- Customer Strategic Planning
- Team Building



**Robert Philip Palechek, PhD**  
**PhD in Organization and Management, Capella University; MA Communication and Leadership**  
**Park University, Parkville, MO; B.S. Management/Human Resources Park University, Parkville,**  
**MO**

### **Leadership Architect**

#### **Background**

Dissertation Title: *Explaining the Moderating Effects of Job Satisfaction on the Relationship Between Employee Perceptions of Leadership Styles and Intention to Stay for Millennial Military Veterans.*

Mentor: Dr. Terry Walker

Dr. Palechek has served our country for over 25 years in the Marine Corps. In addition Robert has experience as a curriculum developer in 2004 and 2006. Dr. Palechek was responsible for the creation, development, implementation and evaluation of correspondence coursework for the Marine Corps. He also, worked in conjunction with civilian education specialists to produce technically and doctrinally accurate, up-to-date, distance learning courses and job aides which meet the requirements of the total force. As a strong speaker Robert is presently a member of Toastmasters International and shares insight on positive learning. Dr. Palechek has unique skill sets which make him a pleasure to work with and leverage scholarly literature to showcase his problem solving capabilities.

### **AREAS OF EXPERTISE**

- Problem Solving
- Visionary Leadership

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- Organizational Culture and Innovation
- Organizational Change
- Operations Research Theories and Applications

**John C. Hannon, DBA**  
[Hannonusa@comcast.net](mailto:Hannonusa@comcast.net)  
**561-707-6729**

## **Leadership Architect**

### Education

D.B.A. Nova Southeastern University; M.B.A University of Dayton; B.I.E University of Dayton

### **Background**

Dr. Hannon spent the last 44 years teaching and consulting in the management/business discipline. While director of Florida Institute of Technology's Aberdeen Graduate Center, Dr. Hannon developed Internet-based content, DOD and commerce partnerships, and taught Graduate Business and IT courses. Most recently, Dr. Hannon has served on the Board of Advisors of Cooper College, the Board of Directors for BayHill Estates, Fl., and is an active partner in the consulting firm of BH&H where he focuses on promoting efficiency and innovation in computer mediated communication, electronic group support systems, and executive Information systems. In addition, John is a Walden faculty member, teaching courses in the D.B.A. program. John provides leadership design support for Tate Consulting and is a loving father and husband. John works tirelessly to develop others and is committed to developing legacy leaders.

### **AREAS OF EXPERTISE**

- Management
- Visionary Leadership
- Organizational Culture and Innovation
- Organizational Change
- Change Management
- Project Management
- Operations Research Theories and Applications