



“To change a life one person at a time through leadership training and curricula design”

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SUCCESSION PLANNING

Leadership Insights Can Impact
Organizational Excellence!

-Leveraging Talent to Shape the Future



DEVELOPED BY,
ANTWAIN TATE GOODE, PH.D. AND ANDREA LA MONE GOODE, BA.

- **LEADERSHIP and THE MIND SET**
Succession Planning Fundamentals
- **EMPLOYEE ENGAGEMENT and RETENTION**
Tips for building succession plans for the next legacy leader
- **A FRESH START**
New perspectives for team creativity



Agenda

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Definitions are Important

RESILIENCE:

- The capacity to adapt and recover quickly from challenging or difficult situations.

IMAGINATION:

- The action of forming new ideas or concepts



- **TEAM STRATEGIES**
 - Show vulnerability
 - Support a book club
 - Assign Mentors
- **CRITICAL THINKING SKILL GROWTH**
 - Encourage your staff with salutations
 - Good morning!
 - Good afternoon!
- **PROBLEM-SOLVING SKILL GROWTH**
 - Provide Business Writing Training
 - Remember Your writing = Your personality
- **THE IMPORTANCE OF KINDNESS**
 - Create a Hospitality Team



Retention Strategies

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THE ECONOMIST! MARKETING/BRANDING

Succession Planning Insights

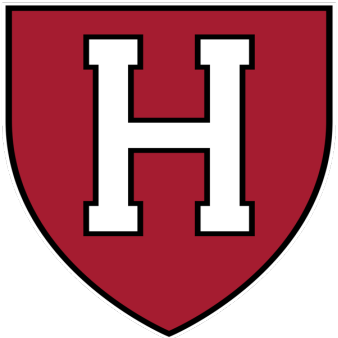
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How do we keep our talent? Battling the Great Resignations

INSIGHTS:

- **Leader Creativity and Vision**
- **Lack of Professional Development Training**
- **Age Group 30-40**
- **Inexperienced Managers**
- **Tailored Retention Programs**
- **4 Million have resigned since July 2021**



Andrea La Mone Goode, BA.
Vice-President

Source: HBR Article
<https://hbr.org/2021/09/who-is-driving-the-great-resignation>

The Attitude of Gratitude

BE
Kind

People want to be:
Valued, Heard, and Seen in the Organization!

We appreciate you!
Dr. Goode and Mrs. Goode





STRATEGIC PLANNING
DEVELOPING
CROSS FUNCTIONAL TEAMS

ORGANIZATIONAL DESIGN
SUCCESSION PLANNING

PROCESS IMPROVEMENT
STANDARD OPERATING
PROCEDURES

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Tate Wrap Around Services to Support our Products



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Professional Consulting Services

- Organizational Structural Design and Analysis
- Mission, Vision, and Guiding Principle Writing Support
- Program Implementation and Facilitation

Strategic Programs

- Customized Leadership Academy
- Engine Engine #9 Soft Skills and Career Development
- Entrepreneurial Success Playbook 1.0 and 2.0

Blueprinting Job Roles

- Employee process documentation
- Unlocking strategic plans through root cause analysis
- Developing top talent and increasing retention

Sustainability and Contingency Planning

- Preparing for unknown business interruptions
- Business exit strategy insights
- Passing the torch to legacy leaders

Project Management

- Project scope analysis and team coalition planning
- Managing phases of project goals
- We provide leadership support for creative insight

Public Engagement

- Mobilizing stakeholder arrangements
- Support community relationship forums
- Providing support with data accuracy

Proposal Writing Support

- Proposal research, design, and submittal support
- Remove the exhaustive proposal process steps
- Strategic review of proposal rubrics

Strategic Planning

- We can create customized dash boards for company departmental insights
- We can provide organizational structure evaluation
- Our team can provide innovative statistical designs to create out of the box team coalitions

Leadership Training and Facilitation

We have many popular topics:

- World Class Customer Service and Client Retention
- Diversity: Creating positive workplace conversations
- Business Writing and Company Reputation
- Networking with Intentionality
- Middle Management and "Moving from Buddy to Boss"
- The Mentor/Mentee Relationship
- Conflict and Altercation Strategies
- Zoom & "Professional Attire and Etiquette"

Tate Leadership Tool

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Tate Consulting
Established 2015

The Tate Total Package[©]

STRATEGIC PLANNING IN VISIONARY EXCELLENCE

-A strategic organizational roadmap where
"TRUST" anchors team success

Developed by,
Antwain Tate Goode, Ph.D. and Andrea La Mone Goode, BA.
www.TateConsulting.org

Our executive curricula in leadership and visionary excellence that takes strategic planning to a new and more exciting level.

The comprehensive tool kit that we have created is one of a kind and will help organizations bring their mission, vision, and guiding principles to life.

The leadership strategies, exercises, and thought-provoking concepts will promote new insight into learner excellence. The curricula design is structured with the following concepts: *Strategic Planning, Leadership, Facilitation, Harnessing the Power in Teams, Journal Writing, Trend-of-Thought, Career Development Promotion, Creating Team Edge, and the Mentor/Mentee Relationship.*



Tate Leadership Tool

TATE T-O-T OUTLINE® TREND OF THOUGHT 30-60-90 DAY PLAN



Developed by Antwain Tate Goode, Ph.D.

The Tate Train-of-Thought Outline © is a unique process to help individuals prepare a working enabling plan. The template will guide you. The leadership tool will help you facilitate, view “Big Picture” themes, establish “Accountability”, create team “Coalitions”, and provide “Resources” moreover to sure talent development and retention. The tool will help individuals prepare dynamic team presentations.

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Tate Leadership Tool



ENGINE ENGINE #9

Soft Skills Professional Development Curricula

Career Development in essence, is an *ongoing process* of gaining and developing skills that individuals learn which lead to improved organizational success.

Strategic modules include: The importance of business etiquette and attire, Time management, Conflict management and resolution, Problem solving, Forward thinking, Leadership, Transitioning from buddy to boss.

<https://www.tateconsulting.org/engine-9>

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The Tate NE³W Leadership Academy

is a bold approach in creating learning communities. The academy was designed with the philosophy that a precise focus on building confidence and skills within each participant will enable them to go out into the community and create partnerships. Thus, building bridges and forming strong foundations in business that will stand through any crisis.

The innovative design has seven unique curricula modules

Video Link

https://youtu.be/ddbP_jgjEMs



Tate Leadership Tools

Our Experienced Team



Andrea La Mone Goode
Vice President

Project Management, Marketing, and
Branding, and Economic
Cost Benefit Analysis

- Andrea La Mone Goode is a Fler Center Honors economics graduate from Salem College and leverages 25+ years in marketing, branding, advertising, and project management to provide the necessary practitioner perspective clients seek.
- Andrea is passionate in analyzing employee health, inflation, energy, strategies for business cycles, and to explore historical trends to make accurate forecasts. Andrea stands firm one of her most significant assets she has is active listening, cultural connectivity, and teamed idea creation strategies to stimulate innovation.
- *Andrea's economic research impact has delivered results for organizations such as: The City of Winston-Salem, City of Durham, City of Greensboro, Forsyth County Health Department, Montgomery County Principals Associations, Winston Salem Transit Authority, United Health Centers, North Carolina Chief Information Officers Association, The North Carolina Regional Public Transit Organization, and MWBE Leadership teams.*

Our Experienced Team



Antwain Tate Goode Ph.D.
President

Leadership Architect, Visionary in
Organizational Design, Curriculum
Development, Benchmarking Strategist

- Dr. Goode has over 25 years experience in the industrial manufacturing sector and has considerable experience and 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., GE Turbine Facility in Greenville, SC., RJR Tobacco in Winston-Salem, NC, Vulcan Mid East Division, in Winston-Salem, NC, and Weyerhaeuser located in Elkin, NC. to name a few.
- To compliment his Ph.D., Dr. Goode holds a High Point University MBA and has served as an 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 to examine global supply chain solutions and executive leadership creativity.