

HANK TATE - PROFESSIONAL SKILLS PROFILE

EXECUTIVE MANAGEMENT:	Extensive experience in upper-level management and business development. Have served as President, Vice President, Chief Information Officer, Chief Technology Officer, Chief Operating Officer, and Director in various industries.
STRATEGIC BUSINESS PLANNING:	Analyze complex business dynamics and develop effective detailed plans for accomplishing long-term business goals. Extensive experience translating complex business issues into professional business plans, proposals, and financial proformas that present a lucid, practical, and high-quality image for the company.
SYSTEMS & PROCESSES:	Identify operational losses from inefficient processes. Create or re-engineer business systems to improve efficiency, quality, profits, and customer satisfaction.
RESEARCH & ANALYSIS:	Direct and perform research and analysis for new or proposed business or product directions. Analyze opportunities, pitfalls, and design options. Develop and direct project implementation plans.
TROUBLESHOOTING:	Analyze complex problems and develop creative, practical solutions in a variety of business functional areas. Ability to rapidly assimilate and become proficient in high technology areas. Experience in legal contract development and analysis.
STRATEGIC INFORMATION MANAGEMENT:	Highly computer literate with an executive viewpoint on computer implementation. Analyze opportunities and methods to apply technology to improve operations and lower expenses. Define hardware, software, and communications requirements. Strong experience in systems analysis, computer database design, programming, and implementation. Project Manager and Lead Developer for many Lotus Notes projects, including an application used by more than twelve Fortune 1000 companies.
PUBLIC SPEAKER & TRAINER:	Nationally recognized as a dynamic and challenging public speaker. More than 250 public workshops or keynote addresses since 1987, with an attendance of over 25,000. Substantial media experience with more than 40 radio and TV interviews. Contract business workshops including: <i>Project Management, Team Building, Sharpening Your People Skills, & Personal Leadership Development</i> . Training provided for: Bell Canada, GE - Mexico, GE Capital, Motorola, Wylie Laboratories, Thomson Newspapers, BJ Services, and U.S. Dept Of Energy
TRAINING DIRECTOR/ PROFESSIONAL COMMUNICATIONS:	Create effective communication methods and materials. Years of experience in developing and presenting training programs and public presentations. Correlate pertinent technical information and translate technical details into understandable training manuals, marketing materials, presentations, and customer support materials. Full responsibility for research, development, and production.
CUSTOMER RELATIONS DEVELOPMENT:	Design and implement programs to improve customer excitement. Develop and implement research projects to discover customer's definitions of quality and customer satisfaction levels. Present workshops on <i>Championship Customer Service</i> .
CORPORATE IMAGE DEVELOPMENT:	Create high-quality, cost-efficient methods of improving the professional image of a company. Experienced in the creation of corporate logos, image presentation materials, corporate websites, and marketing programs.
CONFERENCE DEVELOPMENT AND MANAGEMENT:	Developed and managed a major conference. Founding Director and Co-Manager for major annual two-day conference having over 100 workshops and 150 exhibitors with attendance of more than 2,500 for twenty-two years.
BOARD OF DIRECTORS:	Have served on numerous Boards of Directors for private, public, and non-profit organizations. Provide active director involvement and/or serve as a part-time Business Counselor or VP for Business Development.