

With over twenty-five years of experience in coaching a broad array of clients, much of Mel's skill and capability was honed as Senior Vice President of Human Resources in changing healthcare related industries. He has coached executives in scientific and academic organizations including executive MBA's at Vanderbilt University, Duke University, University of North Carolina, and Columbia University. He has also led initiatives to change the culture of healthcare organizations, improve the leadership skills of administration/physician leaders, coordinate organizational redesign projects, and implement other innovative HR programs that impact human productivity.



His work experience and major accomplishments include involvement in the merger of two regional healthcare systems, and also two global pharmaceutical/biotech companies. He has done team building to improve cross functional team collaboration, led cross-cultural diversity training, and implemented total quality/six sigma management initiatives. Many of the companies for whom he worked, like Glaxo SmithKline and Novant Health, achieved "Best Employer" status on a national level.

Mel has taught at Purdue University, Duke University, and Southern University as an adjunct instructor. He has designed and delivered competency-based executive education and professional development programs throughout the world. He has done research in the area of race relations and its impact on unionization attempts in manufacturing settings, and also on the impact of diversity, equity, and inclusion in executive coaching.

He has a proven ability to help leaders quickly focus on their most important goals and to stretch their thinking about new approaches for quickly moving forward to improve their effectiveness in dealing with organizational change, key relationships, building leadership capability among senior management teams, enhancing personal influencing skills, and leading virtual teams.

He obtained his executive coaching certifications through UNC, CCL, and Korn Ferry International. He is a Certified Senior Professional in Human Resources (SPHR) and Board-Certified Coach (BCC) through the Center for Credentialing & Education, Inc. He received his B.S. degree in business from North Carolina Central University and a M.S. in Industrial Relations from Purdue University. He is a past recipient of the "Human Resources Professional of the Year" award in North Carolina by SHRM, served as a Governor appointee to the North Carolina State Personnel Commission, and has served on several local community boards including the American Heart Association, NCCU Foundation, United Way, Goodwill Industries, and Communities in Schools.