

Jessica D. Prater, PHR, ACC

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Premier talent development consultant helping businesses build fantastic teams.

PROVEN STRENGTHS

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|--------------------------|------------------------------|-----------------------------------|
| • Facilitation | • On boarding/Cross training | • Career development |
| • Succession planning | • Change management | • Employee engagement/ motivation |
| • Train the Trainer | • Instructional design | • Survey deployment |
| • Employee Life Cycle | • Leadership Coaching | • Data synthesis |
| • Organizational culture | • Performance Coaching | |

"Jessica provided valuable insight that a small business like [ours] does not [have] expertise in for an area of need that is critical to the long-term success of our company. Jessica was also understanding of the needs and limited time-resources of our small company and communicated clearly and concisely before, during, and after the project." - Operations Manager

"[Jessica's] process isn't cookie cutter. She takes the time to get to know your organization and works with your specific needs and wants." - Director

"[Jessica has a] strong understanding of the process and interpretation of the results." - VP of Human Resources

PROFESSIONAL EXPERIENCE

Principal Consultant, J Prater Consulting

Bell Buckle, TN (April 2016 — Present)

- Talent development strategy for small to mid-sized businesses and non-profits
- Consults on full spectrum of employee life cycle, from hiring to retention
- Facilitation of focus groups, panel discussions, and classroom education
- Coaches executive, mid-level managers, and individual contributors
- Conducts site audits and gap analysis for long term development strategy
- Assists organizations managing change and succession planning
- Recent projects include:
 - Engagement survey for employer with 1200+ employees
 - Long term change management project with employer with 50 employees
 - Human Resources for Small Business course offered through the Tennessee Small Business Development Center
 - Training needs analysis and long term training plan for employer with 20 Employees

Adjunct Professor, Middle Tennessee State University

Murfreesboro, TN (August 2018 — Present)

- Non-tenure track faculty in College of Behavioral Sciences
- Teaches two online sections of undergraduate Psychology of Social Behavior

Training Specialist III, Bridgestone Americas

North America Manufacturing Education Center (February 2012 – April 2016)

- Conducted regular audits on training process for US, Mexico, and Canada plant locations
- Designed and developed classroom training and job aids targeted for production teammates and front line managers
- Facilitated leadership meetings, focus groups, and classes
- Served as an internal consultant for performance improvement

Human Resources Generalist I, Bridgestone Americas

Commercial Solutions (February 2011 – March 2012)

- Consolidated HR departments from two field offices to the corporate office
- Administered benefits, leave management, payroll entry, new hire/termination processing, file retention and compliance initiatives
- Supported HR field generalists by investigating claims, troubleshooting, and fielding calls

EDUCATION

Preparing for Certification for Associate Coach, April 2022

ACSTH 60 hour program with Creative Coaching Certification Partners

Master of Arts, Industrial/Organizational Psychology, May 2010

Middle Tennessee State University, Murfreesboro, Tennessee

Graduate-Level Projects:

- Organizational Change and Development Initiative, *Comdata*—Brentwood, Tennessee (May 2010)
- Training Needs Analysis, *Metro Nashville Airport Authority*—Nashville, Tennessee (December 2009)
- Employee Satisfaction Survey, *Davidson County Sheriff's Department*—Nashville, Tennessee (May 2009)

Bachelor of Science, Psychology, May 2008

Freed-Hardeman University, Henderson, Tennessee

ACTIVE CERTIFICATIONS AND PROFESSIONAL AFFILIATIONS

Professional in Human Resources (PHR)

Associate Certified Coach, International Coaching Federation

Instructor, Situational Leadership ® (Center for Leadership Studies)

Certified Practitioner, Kirton Adaption Innovation (KAI) Inventory

BOARD AND COMMUNITY SERVICE

Board Member, Nashville Association for Talent Development, 3 terms

Board Member, Society for Human Resource Management, MTSU chapter, 1 term

Professional Development Chair, Murfreesboro Young Professionals, 2 terms

Board Member, Rutherford Cable, 2 terms (currently serving as Professional Development Director)

Pro-Bono Coaching Hours (For non-profit leaders and underemployed), Donated 26 hours in 2022 as part of ACC application process