

# Tangalayer Y. Oates, MBA – Consultant, Coach, & Trainer



**TBorders.com**

Refining organizational behaviors for increased profits & performance!

Organizational Management  
Consulting & Training Programs

"Let us help you improve customer service and  
diversity cohesion thru ethnic understanding!" - Tan



Tan is the Founder, CEO & President of Veteran, Woman & Minority owned Transcending Borders Corporation

**Background** – Tangalayer Y. Oates is a St. Louis native. She is also the CEO, President and Founder of Transcending Borders Corporation. Having modeled professionalism from a young age, Tan joined the U.S. Army after graduating high school. She then worked her way up to the title of Human Resource Supervisor and retired after 20+ successful years in the Armed Forces. For nearly 15 of those years, she served the Dept. of the Army in a role that honed her ability to bridge the military and civilian sectors. Tan has served the following organizations and distinguished herself in the following roles:

- ❖ U.S. Army
- ❖ U.S. Army Reserve
- ❖ California National Guard
- ❖ Missouri Army National Guard
- ❖ HR Specialist (Military & Civilian)
- ❖ Program Management Specialist
- ❖ Equal Opportunity Advisor Trainer (Military)
- ❖ Defense Equal Opportunity Management Institute (DEOMI)
- ❖ Applied Suicide Intervention Skills Trainer (ASIST)
- ❖ Sexual Harassment Prevention Programs Trainer

**Education & Specialized Training** – Tan maintains ongoing, active participation in undergraduate, graduate and specialized training programs which further contribute to her expertise in areas related to: advisement, counseling, diversity management, employee assistance, equal opportunity, human resource management, internal/external communication, leadership education, mediation and more. A summary of her academic accomplishments and educational affiliations includes these and others:

- ❖ AA, Liberal Arts & BS, Business Administration – Columbia College (Columbia, MO)
- ❖ MBA, Master's coursework emphasis: Public Management – Trident University (Cypress, CA)
- ❖ Certified Leadership Facilitator & Leadership Culture Survey Facilitator – The Leadership Circle
- ❖ MBTI Step I (Assessment) & MBTI Step II (Interpretation) Administration – Myers & Briggs Foundation
- ❖ Equal Opportunity Specialist – Defense Equal Opportunity Management Institute
- ❖ Certified Professional, Business & Life Coach – Center for Coaching Certification
- ❖ Certified Mediation Specialist – Equal Employment Opportunity Commission
- ❖ Leadership Development – U.S. Army & U.S. Army Reserve

**Affiliations & Community Outreach** – Tan is committed to developing innovative training programs for businesses and communities, ones which articulate diversity benefits, improve communication at all levels and are adaptable to various audiences (i.e., military, civilian, youth, non-profit). Leading by example, she is a staunch advocate of veterans' rights, human rights and the equal treatment of all individuals regardless of race, national origin, gender, age or ability. Significant affiliations include:

- ❖ Certified Mediator, U.S. DoD
- ❖ ASIST Administrator, LivingWorks
- ❖ Certified Mediator, Atlanta Justice Center
- ❖ Member, International Coach Federation
- ❖ Member, Int'l. Assoc. of Continuing Education & Training
- ❖ Member, American Society of Notaries
- ❖ Member, Federally Employed Women
- ❖ Member, Blacks in Government

Tan is currently working on a book, pursuing her Doctoral degree and available to speak and present nationally.