

Meet Melanie

People Person and Human Resources Strategist



Melanie T. Andreoli

CEO & Chief Advisor

As a Human Resources consultant and people person, Melanie does more than create policies. With 22 years of HR generalist experience, Melanie is a change agent and thought-leader obsessed with helping companies innovate new ways to create people programs that employees find engaging and effective.

As a former CHRO, Melanie believes the employee experience is not only a fundamental part of organizational success but also a keystone to delivering a stellar customer experience. Her wheelhouse is designing, building, and enhancing HR functions for growing organizations. She also helps clients as a strategist, trainer, coach, and sometimes therapist.

Melanie has a B.S. in Psychology with honors, from Marywood University and an M.A. in Social-Organizational Psychology from Columbia University, Teachers College. She is also certified in the Meyers Briggs Type Indicator (MBTI) Assessment and speaks conversational Spanish. She lives in Northeast PA, where she is Mom to creatures two- and four-legged, as well as a wife to a very patient man. Melanie is a Yankees superfan, an interior design enthusiast, and a novice landscape designer. She is also an adjunct faculty member at Keystone College in LaPlume, PA. Melanie escapes it all by retreating to her tiny home office, which houses an extensive collection of books and photographs.

Meet David

Organizational Development and Change Management Consultant



C. David Taugher, Ph.D.

Senior Advisor

David is an accomplished change agent and problem solver in organizational development, change management, leadership training, process improvement, work culture and HR/people management issues. Comfortable challenging status quo practices and proposing innovative solutions to 'people management' challenges, David is a quick study who works at all leadership levels. He has trained thousands of executives and managers in skills development, process improvement, listening, giving and receiving feedback, teamwork and conflict management. His OD/Change Management experience comes in multiple industries, where he implemented dozens of management training & process improvement projects in over 100 locations around the USA and Europe.

David has a Ph.D. in Communication (HR Management minor), University of Arizona, an M.A. in Organizational Communication, University of South Florida, and a B.S. in Marketing and Economics, University of Massachusetts. He is also certified to use various assessment tools including the Myers Briggs Type Indicator (MBTI) and Korn Ferry's 360-degree performance feedback program.

David grew up in South Hadley, MA and has traveled to 45 of 50 United States working with over 80 clients in a dozen different industries. Now living in Boston, David and wife Rita have four children. David plays golf when time and weather permit, enjoys long walks with his bride every Sunday morning, and keeps busy helping his kids tackle new endeavors.

Meet John

Compensation, Incentive Planning and Total Rewards Consultant



John Walp Senior Advisor

John Walp has over 30 years of compensation design experience and leads the strategic design and delivery of practical, results-driven compensation programs, custom-built for our clients' success in a number of industries. He regularly advises senior managers and Board Compensation Committees.

In his former life, John served as Advanta Corp's chief human resources officer, reporting to the CEO. Previously, John oversaw the design and administration of executive compensation and variable pay plans for regional bank holding company CoreStates Financial Corp. Before joining CoreStates, John consulted for U.S. and Canadian clients of MacLean Associates and of William M. Mercer (now "Mercer"), developing all types of base pay and variable compensation plans in a wide variety of industry sectors.

He has spoken on team-based pay for the International Quality and Productivity Center, on executive compensation for Temple University, and the role of technology in HR for Cornell University. John has co-authored articles published in the Benefits and Compensation Digest. He received his Bachelor of Science Degree in Industrial and Labor Relations from Cornell University. John is an adjunct professor at Drexel University where he teaches a graduate level course in Human Resources Management.

He serves the \$6.5 billion Thomas Jefferson University and its 15-hospital, 35,000 employee Jefferson Health system as a parent board trustee, where he serves on the Executive Committee and chairs the Board's Compensation & Human Capital Committee. He is a former AM/FM radio DJ and major music fan, and still occasionally attempts to play his drums.

Meet Melissa

Talent Management Specialist and Coach



Melissa (Mel) Dalton

Advisor

With a deep understanding of the complexities of talent management, Mel has partnered with numerous companies across diverse industries to design and implement comprehensive talent strategies. She possesses a keen ability to identify and develop high-potential individuals, ensuring a strong pipeline for future leadership roles through succession planning initiatives. Mel has facilitated seamless transitions during leadership changes, leveraging her extensive knowledge of best practices and industry benchmarks.

Organizational design is another area where Mel excels. She has a proven track record of optimizing organizational structures, streamlining processes, and enhancing communication channels to maximize efficiency and productivity. By aligning talent with strategic goals, Mel helps businesses achieve sustainable success in today's dynamic marketplace.

Recognizing the critical role of learning and development in talent optimization, Mel has implemented innovative programs to nurture employee growth and upskill teams. By tailoring training initiatives to individual needs and organizational objectives, she has fostered a continuous learning culture that drives performance and cultivates a motivated workforce.

Mel holds an MBA and is a certified master coach and has earned numerous certifications in talent management and coaching methodologies. She lives in Phoenix with her family.