

Gail P. Birks, EMBA
President/CEO
CMA Enterprise Incorporated



Gail Birks has been a highly successful Independent Director and Entrepreneur for the past 17 and 21 years respectively. For the past 21 years, Ms. Birks has served as the President/CEO for CMA Enterprise Incorporated, a boutique Organization Development Consulting firm that specializes in Performance and Process Improvement business solutions for Corporations (Private, Public sectors), Governmental agencies, and Large Non-Profit organizations (www.cma-ent.com). As the Founder and Principal Consultant of CMA, Ms. Birks has managed multi-functional teams through a variety of professional accelerated results engagements using Lean Six Sigma consulting and training methodologies that transcend across industry boundaries. Her professional experience and education have afforded her the flexibility to serve with ease in numerous industries that include but are not limited to: Financial Services (Banking and Finance), Telecommunications, Automotive and Manufacturing, Food Service, Utilities (Power), Logistics, Hospitality, Health Care, Pharmaceutical, Housing, Education, and Government. She has also worked with domestic and international corporations during her professional career in an advisory capacity.

Through her leadership at CMA as well as community and civic leadership positions on local, regional and national levels, Ms. Birks has been involved in leading Strategic Implementation Initiatives, Organization Infrastructure engagements, Financial Oversight Committees, Marketing and Branding, Board Governance and Leadership Capacity Building (Subject Matter Expert) and Profitability and Cost Reduction Models that have been sustainable. She has shared this insight with hundreds of non-profit boards that she has been engaged to consult and serve on in a governance and advisory capacity as well as the Corporate Board (Gibraltar Private Bank and Trust, FSB) that she has served on for the past 17 years. She has brought innovative approaches to the Audit, Director's Loan and Production Committee, CRA and Oversight Committees that she has been a member, encouraging a holistic approach to managing profitability, prudence and soundness.

Ms. Birks' Corporate and Entrepreneurial knowledge has enhanced the Corporate and Non-Profit boards that she has served on in the areas of Policy Development and Deployment, Problem Solving and Inclusive Decision Making, Enhancing Performance and Accountability, Revenue Enhancement and Identification, Human Resource Troubleshooting and Planning, Marketing and Product Development/Placement and Distribution and Organization Restructuring, Strategic Implementation Planning, Corporate and Community Partnerships and Process Improvement. Her strong communication skills have proven beneficial in mediating resolution and identifying forward focused strategies in the board room.

Her board committee experience includes but is not limited: Executive Committee (Chairperson – Non-profit), Compensation/Human Resources Committee (Non-Profit and Civic), Audit-Member (Corporate and Non-Profit), CRA (Community Re-Investment)-Chairperson (Corporate), Directors' Loan Production Committee-Member (Corporate), and Finance (Corporate and Non-Profit), Governance and Strategic Planning (Corporate and Non-Profit),

Marketing/Outreach and Branding (Corporate and Non-Profit). Ms. Birks is also a subject matter expert in board oversight, governance and strategic implementation planning/development. She is knowledgeable of and has received extensive training for Sarbanes Oxley, Dodd Frank legislation as well as BSA (Bank Secrecy Act) for example.

Ms. Birks' participation on the privately owned board of **Gibraltar Private Bank and Trust, FSB** included serving as a board member during the transaction to become a wholly owned subsidiary of a public corporation (2005-2010) and in September, 2010 reversing the transaction to become a privately held institution again. She continues to sit on this Corporate Board, post privatization. Under her leadership of the CRA Committee, the institution has received two (2) Outstanding ratings and several High Satisfactory ratings for regulatory agencies (OTS).

An Entrepreneur, Author and Mentor, Ms. Birks has focused on bringing value to shareholders and other key stakeholders through her expertise in Board Governance, Accelerated Results centered Process and Performance Improvement and Innovative Business Strategies. She is also an **ASQ Certified Lean Six Sigma Black Belt** and veteran Banker in South Florida having been formally trained as a Commercial Credit Manager and Business Relationship Banker. She holds an Undergraduate degree in Business Administration from Tennessee State University (Honors Program, major: Economics and Finance; minor: Accounting) and an Executive Masters in Business Administration from Florida International University with post graduate studies in Human Resource Administration and Industrial Psychology.

Past and present boards include but are not limited to: Gibraltar Private Bank and Trust – Director (1994-present); Doral Business Council – Chairwoman 2010 and Director (2006-2010); Women's Executive Leadership - Advisory Board Member – (2009-present); Liberty City Revitalization Trust – Interim Chairwoman and Board Member (2006-2009); ASTD/Broward – Parliamentarian, Director (2002-2004); Advisory Board Member, Academy of Finance – Miami Dade County Schools (2001-2005); Jackson Memorial Hospital Public Health Trust – Appointed Trustee (1992-1995); Florida Regional Minority Purchasing Council – Minority Business Input Chairwoman (1993-1997).

Awards bestowed upon Ms. Birks include but are not limited to: Top 50 Most Powerful Black Professionals in South Florida -2011; Alpha Kappa Alpha Sorority, Inc., Top Hat Award in Business and Entrepreneurship - 2008; Greater Fort Lauderdale Chamber of Commerce Women's Council of Commerce Circle of Excellence Award in Business – 2007; Outstanding Advisory Board Member – 2004-2005; "In The Company of Women", Miami Dade County – 2001; National Association of Business and Professional Women Business Champion – 2001; Florida International University Executive MBA Class of 1999, "Best Presenter"; JM Family Enterprises African American Achiever in Business – 1994.

Ms. Birks is an alumni of Leadership Broward, Class 28 (2010), American Society for quality (ASQ), and Alpha Kappa Alpha Sorority, Incorporated. She resides in Davie, Florida and has a daughter, Courtney Michelle who lives in Seoul, South Korea.