

Tony Gambill brings more than 20 years of executive experience in coaching, consulting, and delivering impactful leadership solutions within global for-profit, non-profit, technical, research, government, and higher educational industries. Tony provides strategic perspectives combined with practical expertise building knowledge, skills, and processes for leadership excellence and career growth. Tony has proven experience collaborating with organizations and their leadership teams in delivering meaningful results in the areas of Leadership Development, High Potential Development, Executive Succession, Strategic Talent Planning, and Coaching and Team Consulting.



Tony was the Vice President of Organizational Development and Learning at RTI International for nine years, and prior to that, was the director of leadership development services at Virginia Tech and Conservation International. His experience as a leader, as well as teaching and consulting at some of the world's leading educational and research-based organizations, has taught him the importance of standing on the foundation of relevant leadership and organizational theory while incorporating practical tools and experiential learning. In his previous leadership roles, he has effectively leveraged people development, and talent processes and systems to improve organizational culture by creating capable leaders and environments for individuals to succeed. Tony's passion and experience enable him to ask insightful questions and provide expert guidance for developing leadership excellence at individual, team, and organizational levels.

Tony's areas of specialty include Design and Facilitation of Leadership Development Programs; Executive Succession; Coaching Executives and Senior Leaders; Identification and Development of Hi-Potential Talent; Organizational Development and Change; Strategic Talent Management; Team Effectiveness; Mindfulness; Emotional Intelligence; and Quality Conversations.

Tony is the coauthor of the book, *Getting It Right When It Matters Most: Self-Leadership for Work and Life*, published by Business Expert Press. He is also a regular contributor for Forbes Leadership, where he writes on the topics of self-leadership, leading others, and team effectiveness.

Tony holds a Bachelor of Business in Administration (Marketing) from the University of Memphis, and a Master of Science in Human Resource Development from Western Carolina University. He is certified in numerous instruments to improve leadership and workplace success.