



**Tony Gambill**  
Senior Consultant

## Areas of Expertise

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*Team Effectiveness  
Coaching Executives & Senior Leaders  
Organizational Development & Change  
Executive Succession  
Strategic Talent Management  
Design & Facilitation of Leadership  
Development Programs*

## Client Impact

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*As an executive coach, Tony has been a remarkable asset. His empowering approach, insight, and depth of experience were instrumental in helping me set and fulfil the objectives I established. He surely exemplifies my highest expectations for coaching. Executive Health Care. I had a wonderful experience working with Tony Gambill. While he shared his extensive expertise, he was also open to feedback and input as we planned for the retreat. He also did an excellent job facilitating the session. It was a true pleasure to work with him.*

## Background

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*Tony Gambill brings over 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 has worked in more than 40 countries, providing strategic perspectives combined with practical expertise, building knowledge, skills, and processes for leadership excellence, team effectiveness, and career growth.*

*Tony was the VP of Organizational Development and Learning at RTI International for nine years; before that, he served as the director of leadership development services at Virginia Tech and Conservation International. His leadership experience, with his teaching and consulting experience 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. He has proven experience collaborating with organizations and their leadership teams in delivering meaningful results in leadership development, leadership coaching, team consulting, executive succession, and strategic planning.*

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*Tony is the co-author of the book *Getting It Right When It Matters Most: Self-Leadership for Work and Life*, published by Business Expert Press. He also regularly contributes to *Forbes Leadership*, where he writes on 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.*



**Kairos Insights**

*Cultivating Healthy Organizations & Capable Leaders*