



**Tiffany Waddell Tate**  
Senior Consultant

## Areas of Expertise

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*Career & Leadership Coaching: (Mid-Level & Senior People Leaders)*

*Team Development*

*Leadership Development Programs*

*Employee Resource Groups (ERG)*

*Strategic Meeting and Leadership Retreat: Design & Facilitation*

## Client Impact

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**Chief Learning Officer, Global Manufacturing Enterprise.** *Designed signature new manager development program and scale-up approach, steered successful launch and assessment strategy.*

**CHRO, Tech Consulting Firm.** *Facilitated company-wide leadership development series, with an emphasis on culture and belonging resulting in a required onboarding module for new hires.*

**President, Retail Company.** *Provided Leadership/executive coaching for offboarding of senior leaders, to prepare for smooth succession transition and change management.*

## Background

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*Tiffany Waddell Tate is a career & talent development consultant with deep experience helping individuals and companies reimagine the future of work through coaching, digital education, and training & development for organizations and teams. Tiffany's coaching and facilitation style is rooted in a clarity, competence, and confidence framework designed to support ambitious professionals on their career journey at every stage, from entry-level to the legacy phase of leadership. Tate has deep experience in career and leadership coaching, employee development, designing and implementing learning programs for individual contributors, and new and mid-level managers with inclusive excellence at the center.*

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*She has also advised senior leaders on how to activate inclusive strengths-based organizations and believes deeply in the power & edge of harnessing strengths to do good work while Past client partners range from national non-profit organizations and institutions of higher education, as well as global corporations with widely distributed teams.*

*A sample of companies where Tiffany has supported talent development initiatives through coaching, speaking, and driving strategy include Wake Forest University, PMI Worldwide, Novant Health, Compass Group, Coastal Cloud, Alpha Phi, Portland Human Resources Management Association, Telamon Corporation, Microsoft and BECU. In addition to career coaching, leadership development, and consulting partnership initiatives with consistent client wins Tiffany has also participated in extensive human-centered training and development designed to augment her coaching acumen, including Gallup Strengths Intensive, Myers Briggs Type Indicator Certification, Strong Interest Inventory Certification, Deliberative Dialogue Training, Crucial Conversations, and more. Tate has been featured on Forbes, Well + Good, The Everymom, The Muse and a variety of podcasts for her career and leadership development thought leadership. Tate earned her BA and MA from Wake Forest University.*

*Tiffany serves on the board of Reach Women's Network, a non-profit that seeks to advance economic development and promote gender equality, and Chair of the advisory board of the Black Philanthropy Initiative of the Winston Salem Foundation, an initiative that promotes equity in education and economic development for the Black community.*



**Kairos Insights**

*Cultivating Healthy Organizations & Capable Leaders*