



DR. TONYA ECHOLS, PSYD

LEADERSHIP & ORGANIZATIONAL
DEVELOPMENT SPEAKER



Meet Tonya

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DEVELOPMENT SPEAKER

Dr. Tonya Echols is a multi-award-winning global leader, organizational psychologist, executive coach, and educator. She is the Founder and Managing Principal of Vigere, an international coaching and consulting firm.

Tonya has three decades of experience in corporate management, digital and traditional media, technology, finance, coaching, leadership development, and inclusion. She works with numerous organizations across a variety of industries, including Fortune 500 companies. With a master's degree in Organizational Leadership from Gonzaga University and as a summa cum laude graduate of the University of Tennessee in Business Administration-Accounting, Tonya earned a Doctorate in Leadership Psychology with emphases in Neuroscience and Inclusive Leadership from William James College. Tonya is an adjunct faculty member for the graduate programs at William & Mary and Harvard University Extension School, teaching leadership and organizational behavior. Her writing has also been featured in several publications, including Forbes and HuffPost.



SPEAKING TOPICS



Signature Topics

- Leadership Under Pressure
- Why Strong Leaders Plateau
- Decision-Making in Uncertainty
- Leading Through Complexity and Change
- Rethinking Leadership Development
- Culture, Systems, and Leadership Behavior
- From Reactivity to Choice (Neuroscience-Informed Leadership)
- Building Trust and Credibility as a Leader

General Topics

- Executive Presence and Leadership Impact
- Leading Across Functions and Boundaries
- Managing Change and Transition
- Developing High-Potential Leaders
- Psychological Safety and Performance
- Navigating Conflict and Difficult Conversations
- Understanding Influence and Power
- Inclusive Leadership
- Leadership Accountability

Topics offered are customizable based on organizational needs and leadership context

AS SEEN IN

Forbes **The New York Times** **HUFFPOST**

WHO I WORK WITH



I work with leaders and professionals at all levels across corporate, nonprofit, public, and academic organizations. My audiences include emerging leaders, senior executives, executive teams, boards, and those responsible for leadership and organizational development. I am often invited to speak to diverse and mixed leadership audiences navigating change, complexity, and evolving expectations.



OUTCOMES & IMPACT

Audiences leave with greater clarity, practical insight, and strengthened critical thinking skills they can apply well beyond the session. Rather than being given a single “right” answer, participants learn how to assess situations, navigate complexity, and make thoughtful decisions under pressure. The result is greater confidence, stronger judgment, and leadership approaches that support ongoing growth, trust, and sustainable performance over time.



INQUIRY

For speaking inquiries or to discuss how an engagement can be tailored to your audience and goals, please use the contact information below.



speaking@vigeresolutions.com



www.vigeresolutions.com

EVENT TYPES

Conferences and Professional Association Events

Leadership and Talent Development Programs

Executive and Senior Leadership meetings

Company-wide Events and Town Halls

Board Retreats

University and Academic Forums



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