



Tonya M. Peck

Qualifications Summary

Tonya Peck brings 30+ years of leadership across the design, tech, consulting, and nonprofit sectors. Tonya is a purpose-driven leader that builds high-performing teams grounded in equity, inclusion, and community. From transforming Dress for Success Seattle into a modern workforce development agency to growing national affiliates and chairing Seattle Girls' School's board, Tonya leads with vision and heart. Her expertise in organizational development, board governance, and strategic planning helps mission-driven organizations navigate change and excel through transitions.

Professional History

Valtas Group	Senior Associate	2025 – Present
End of Life Washington	Interim Chief Operating Officer	2025
Locomotive Partners	Consultant & Interim Executive	2005 – Present
Dress for Success Worldwide	Executive Director	2022 – 2024
Dress for Success Seattle	Interim ED/Executive Director	2019 – 2023
POSSIBLE	Chief Talent Officer	2014 – 2015
frog	Director Global Learning & Dev / HR	2012 – 2014
Microsoft	Principal Solution Manager	2002 – 2012

Accomplishments

- **Co-founded a boutique consulting firm** specializing in leadership support across design, engineering, organizational development, and nonprofits, guiding organizations through transitions & future planning.
- **Led an innovative workforce engagement initiative** for Seattle Children's Research Institute's \$800M Building Cure facility, shaping architectural design and assessing change readiness.
- **Designed and delivered a leadership development program** for Salesforce UX leaders, enhancing inclusive facilitation and organizational effectiveness.
- **Transformed Dress for Success Seattle** into a modern, cloud-based workforce development agency, doubling service capacity and achieving financial sustainability through the pandemic.
- **Co-designed and launched 'Get Connected' digital equity programs**, providing multilingual tech access and training to empower women's career opportunities and economic development.
- **Led the strategic spin-out of Dress for Success New York and Chicago affiliates**, establishing independent governance, operations, and financial systems.
- **Pioneered the first Global Chief Talent Officer role** at POSSIBLE, aligning talent strategy across 13 global offices and 2,000 employees.
- **Built and scaled global learning & development programs** at frog design, upleveling leadership development and launching a worldwide internal learning portal.
- **Created & produced the Windows Engineering Readiness Program** at Microsoft, scaling professional development on a new software development methodology for 20,000 engineers companywide.
- **Led the recruitment, onboarding, and development** of Board of Directors at 4+ organizations.
- **Led the business continuity planning** for 3+ non-profit organizations.

Speaker

Session leader for various organization development conferences and events such as:

- *Onramp to a Global Gathering: Getting Started with Liberating Structures* (2019), LSGG
- *Community Opening, Community Closing* (2017), 6 Boxes Summer Institute
- *Design Thinking for Organization Development* (2017), PNODN Members Workshop
- *iPads & Organizations: Design Methods as OD Interventions* (2010), OD Network Annual Conf
- *Practitioners in Transition* (2009-2012), OD Network Annual Conference

Author

Contributor to numerous publications including the Design Management Institute Review:

- *Inclusion and Diversity: Are You Making Way or IN the Way?* (2015), Vol 28, Issue 2
- *A Quiz: How Inclusive Is Your Culture?* (2015)
- *Design + Organization Development: 3 Steps on the Bridge to the Other Side* (2013)
- *Calibrate Before You Collaborate: 5 Questions to Guide Group Work* (2012)
- *Integrative Thinking, Feeling, and Being (or When Design Meets Business)* (2010)

Licenses / Education

- Master of Arts, Applied Behavioral Science, Bastyr University, Seattle, WA
- BSBA International Business, The American University, Washington, D.C.
- Certificate, The Minority Business Executive Program of The University of Washington, Michael G. Foster School of Business, Seattle, WA
- Certificate, The Board Chair Academy, Interim Executive Academy, Seattle, WA
- Certificate, The Interim Executive Academy, Interim Executive Academy, Seattle, WA
- Certificate, The Basadur Profile of Creative Problem Solving, Basadur Inc., Burlington, ON
- Certificate, The Six Boxes Model, The Performance Thinking Network, Seattle, WA

Board / Volunteer Experience

- Seattle Girls School, Board Trustee 2022-present, Board Chair 2024-present
- Dress for Success Seattle, Career Coach 2017 – 2019, DFS affiliate coach 2024-present
- Women's Business Exchange, Board Member 2016-2020
- Design Management Institute, Board of Advisers 2002-2016
- On the Boards, Board Member 2003-2006