



“Achieving something better requires being open to what is, as well as what could be.”

Tom Wilkes - N Vision Learning Senior Consultant Profile

Tom is a consultant, educator and executive coach with a focus on enhancing the performance of individuals, teams and organizations. Over the past two decades he has worked with leaders and their teams in some of the world's largest and most successful organizations. Tom brings a wealth of experience and expertise in developing organizations and the people who make them successful. He works successfully with individuals and teams at all organizational levels, and has superior interpersonal and communication skills. His experience includes organization, management and team development, executive coaching, and organizational transformation across of wide range of industries.

For the past 25 years he has worked with corporations and organizations that are leaders in their fields and who recognize that business as usual will not allow for the competitive advantage needed today or in the future. Tom is an expert in the development of people committed to extraordinary performance and results.

He has experience working with public and private sector organizations ranging from small-scale industry specific companies, to complex multinational organizations. He is fully competent in all facets of organization development with a special focus on transformational learning and the development of high performance teams and organizations.

In addition to consulting Tom has also been an adjunct Professor and university Lecturer at both the undergraduate and graduate level in Organization Development, Social Psychology, and Diversity Management.

Tom's experience as a consultant includes working inside as well as external consulting roles.

Tom has a Bachelor of Arts in Psychology, and a Master of Science degree in Organizational Development from Case Western Reserve University. His professional training includes extensive work in human systems, team dynamics and human potential, including participation in a multiyear development program with the creator of the FIRO-B team diagnostic and development program and one of the early pioneers of interpersonal team dynamics, Will Schutz, Ph.D.

Over the past decade, Tom has worked extensively in the Silicon Valley with many successful startup and established companies.

Tom is married to a German national and lives with his wife and daughter in the San Francisco Bay area.