

TAMMY VARGAS W.

PH.D., BCC, CMF

Alignment Changes Everything

Dr. Tammy Vargas W. is the Founder and CEO of Distinctive Success Solutions, a leadership development and organizational effectiveness consulting firm dedicated to helping leaders, teams, and organizations achieve sustainable growth through executive coaching, strategic facilitation, and evidence-based leadership development. A board-certified executive coach, master facilitator, strategic consultant, speaker, and author, she brings more than 25 years of leadership experience spanning higher education, healthcare, business, government, nonprofit organizations, and the arts.

As the creator of the ALIGN Framework, Tammy equips leaders with practical strategies to align their values, priorities, decisions, and leadership practices—building greater confidence, stronger teams, and healthier organizational cultures. Throughout her career, she has led transformational initiatives, secured millions of dollars in funding, facilitated high-impact strategic planning efforts, and partnered with organizations to strengthen leadership capacity and improve organizational performance.

Tammy earned a Ph.D. in Higher Education from the University of Massachusetts Boston and both a Bachelor of Science and Master of Science in Human Development from the University of Rhode Island.



Beyond the Dream

When the Success You Chased No Longer Fits.

What happens when you're on the path to the dream you've spent years pursuing—only to discover you've outgrown it? For years, I believed my ultimate goal was to become a college president. I earned my Ph.D., climbed the leadership ladder, and embraced every opportunity to lead, mentor, and create change. I believed that if I worked hard enough and cared deeply enough, I could make the greatest difference from the top. Then I faced a difficult truth. Too many leadership decisions were driven by politics instead of purpose. Too many talented people were overlooked. Too many organizations talked about developing people without truly investing in them. Each compromise tested my values until I finally asked myself a question that changed everything: If achieving my dream requires becoming someone I no longer recognize, is it really my dream? The answer was no. So I walked away—not from leadership, but toward it.

I founded Distinctive Success Solutions because I realized my greatest impact would come from helping leaders build healthier organizations where people thrive. That journey led to the creation of the ALIGN Framework™ and the Distinctive Leadership Academy, equipping leaders to align purpose, people, and performance while creating cultures built on trust, growth, and meaningful results. Today, I don't measure success by the title I never earned. I measure it by the leaders I help develop, the organizations they transform, and the lives that change because leadership is done differently.



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Signature Keynotes

Alignment Changes Everything

Why Great Leaders Stop Solving Symptoms and Start Creating

Alignment. What if the greatest leadership challenges aren't people problems at all—but alignment problems? In this transformational keynote, Dr. Tammy Vargas W. challenges the belief that better results come from working harder, adding more initiatives, or fixing individuals. Introducing the ALIGN Framework™, she reveals how alignment serves as the missing link between purpose, people, and performance. Through compelling stories, practical examples, and actionable insights, audiences discover a new lens for leading themselves, their teams, and their organizations—creating healthier cultures, stronger relationships, and sustainable results.

The Life You Built vs. The Life You Want

When Success Looks Good on Paper but Doesn't Feel Right Anymore

This is the one that speaks directly to accomplished professionals who have checked every box yet still feel disconnected, overwhelmed, or uncertain about what's next. In this reflective and thought-provoking keynote, Dr. Tammy Vargas Warner challenges the belief that balance is the goal and instead introduces alignment as the key to living and leading with greater purpose. Audiences leave with a new perspective on success and practical strategies for aligning their values, priorities, and leadership with the life they truly want to lead.

Influence Before Authority

How Great Leaders Earn Trust, Inspire Action, and Create Impact Even Before They Have the Title.

The most influential leaders aren't always the ones with the highest title—they're the ones who inspire trust, build credibility, and move people toward a shared purpose. In this engaging keynote, Dr. Tammy Vargas W. shares practical strategies for leading through influence, navigating change, building collaborative teams, and creating momentum regardless of position. Participants leave equipped to strengthen relationships, expand their leadership impact, and inspire meaningful action long before authority alone is enough.

Core Speaking Themes

- Leadership Alignment & Organizational Culture
- Executive & Emerging Leadership
- Women's Leadership & Career Advancement
- Leadership Through Influence
- Sustainable Leadership & Burnout Prevention
- Coaching Cultures & Talent Development
- Change Leadership & Organizational Transformation
- Purpose-Driven Leadership
- Confidence, Boundaries & Personal Alignment
- Continuous Improvement & Organizational Learning

Life Change In Five Minutes

How One Conversation Can Change the Course of a Life.

Can a single conversation change the trajectory of a person's life? I know firsthand that it can. During my first semester of college, I unknowingly moved into my dorm just weeks pregnant. When I finally met with my academic advisor, she looked at me and confidently predicted my future: "You should drop out, get married, and be a mom. You'll probably never finish college anyway."

In less than five minutes, she had decided who I was—and what I was capable of. That conversation became a defining turning point. Instead of accepting someone else's expectations, I chose to write a different story. I became the first in my family to earn a college degree, went on to complete both a master's degree and a Ph.D., and eventually returned to higher education as a college advisor so I could become the mentor I never had. More than a story of perseverance, it's a reminder that the words we choose—and the assumptions we make—can either limit someone's future or unlock their potential. Audiences leave inspired to recognize the power they hold every day to shape lives, expand possibilities, and become the leader who opens doors instead of closing them.

Based in Rhode Island

In-Person Speaker

Willing to Travel

"People rarely become what we predict. They often become what we consistently communicate is possible."

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