

Peggy Tate



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Partner

As a Partner of Jackson Hole Group, Peggy brings a successful career as a senior Human Resources executive for both domestic and international companies.

In her consulting work Peggy blends real world corporate experience with research based development strategies. As a senior executive, she led major organizational change initiatives, division startups, and complex worldwide reorganizations. As an executive coach and consultant, she focuses on the individual to achieve both personal and organization measures of success.

Prior to entering the consulting practice, Peggy was Senior Vice President, Human Resources for DFS Group Limited, an international luxury retailer with operations throughout Asia and Asia Pacific. DFS Group is part of Moët Hennessey Louis Vuitton (LVMH) Group. At Firststar Bank (now U.S. Bank) she served as Senior Vice President, Human Resources for the lead bank and its subsidiaries. Peggy has held top Human Resource positions with Kohl's, The Gap, and Mervyn's Department Stores (a former division of Target).

Areas of Expertise

Strategic HR Leadership

Coaching & Professional Development

Talent Assessment & Staffing

Team & Organizational Success

Interim HR Management

Individual Feedback

HR Alignment with Business

Since 2005 she has leveraged her business experience working with Kenan-Flagler Business School at the University of North Carolina, Chapel Hill. She is an executive coach for major corporate clients of Kenan-Flagler Executive Education, and serves as a facilitator and executive coach with the MBA leadership initiative, including the capstone Leadership Immersion courses, MBA@UNC, and Executive MBA programs.

Peggy has significant experience across a broad range of organization change initiative including acquisitions, start-ups, and corporate restructuring. Peggy is consistently appreciated for her keen ability to listen and her balanced, calm approach to decision making.

Much of Peggy's career has focused on feedback, coaching, and leadership development. At both DFS Group and Firststar Bank she introduced a competency model for staffing and facilitated a 360-feedback process for all senior executives. She has extensive experience in recruitment of middle and senior management positions within the corporate setting and as an external search consultant.

Peggy works in a highly collaborative, yet individually focused style. She is able to counsel employees at all levels, as an internal business partner and as an external consultant. She understands the internal dynamics of business operations and aligns her work with the key business objectives.

Peggy has expertise with 360 assessment and leadership development tools including DiSC, EQi-2.0, The Profiler, and Decision Style Profile. She was previously an associate of Lominger International/a Korn Ferry Company.

She is certified in Benchmarks and Skillscope from the Center for Creative Leadership, Leadership Architect from Lominger International, 5 Dynamics, and Raising the Leadership Bar.



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