

VALESKA TORO

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PROFESSIONAL SUMMARY

Enterprise & Executive Coach with 10+ years of experience guiding Fortune 500s, startups, and mission-driven organizations through high-stakes transformation. Trusted partner to senior leaders in finance and tech, known for turning complex change into measurable business outcomes that accelerate decision-making, reduce risk, and strengthen enterprise adoption.

- **Experienced Lean / Agile Coach (ICP-ACC) and ICF Executive Coach** who has trained, developed and mentored 25+ innovation teams and 100+ team members to drive systemic change and deliver world-class solutions. Recognized for surfacing hidden team dynamics, building trust across stakeholders, and shifting teams from tactical execution to business-aligned innovation.
- **Top-Performing Product Transformation Leader** with a successful track record of driving global, enterprise-wide solutions at organizations like Prudential, Morgan Stanley, PwC, JPMorgan Chase, Johnson & Johnson and the Estée Lauder Companies.
- **Expert Facilitator and Communicator** that has led engagements at SXSW, Harvard, Cornell, Facebook, Uber, and Google.

CORE STRENGTHS

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| • Lean Product Management | • Innovation Strategy & Planning | • Performance Improvement |
| • Psychological Safety | • Executive Facilitation & Training | • Systems Thinking |
| • Culture Transformation | • Team Coaching & Mentorship | • Leadership Development |
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EXPERIENCE

ENTERPRISE & EXECUTIVE COACH | VALESKA TORO, LLC. | JUL 2018 - PRESENT

Partner with leaders across sectors—from Fortune 100 to high-growth startups and nonprofits—for high-impact team workshops, keynotes, staff retreats, and custom engagements. Provide deep meditation and 1:1 executive coaching sessions to leaders and founders.

- *Speaking & Facilitation:* Featured Speaker at **SXSW, Harvard, Cornell, Meta, Uber, Grace Hopper, Google, and The Wrap** — recognized for thought leadership as a Startup Founder & Coach, former Chief of Staff of a leading tech incubator, and Co-Author of [ProjectDiane Latinx](#)—a pioneering report on Latina tech entrepreneurship featured by Forbes, Fortune, and Harvard Business School
- *Cultural Transformation:* Coached C-Level Executives at PRX, non-profit media company, to redefine their core values after a major merger. Coached executives to **lead workshops for 200+ staff** to regain trust, foster inclusion, and co-create a new vision for the org.
- *Executive Coaching:* Provided 1:1 Coaching to the CEO of WHITPR, a boutique PR agency. Following the engagement, the CEO **doubled her revenue** and gained recognition as a Top Woman in PR and 40 under 40 list. She then hired me to lead their annual staff retreat.
- *Organizational Development:* Partnered with the CEO to define the core values and practices for Genius Guild, **a VC Firm funded by Melinda Gates**. Facilitated staff retreat, workshops, and coaching. Provided 1:1 leadership coaching to the executive team bi-weekly.
- *Deep Meditation Coaching:* Designed and led deep meditation intensives for 100+ first-time practitioners, **achieving a 100% success rate** in helping students master the technique after a single session. Received unanimous 5-star reviews from both group and private sessions.

ENTERPRISE COACH | PRUDENTIAL FINANCIAL | MAR. 2024- JULY 2025

Coached five actuarial + tech teams through a high-stakes financial transformation initiative. Supported high performance analytical teams to lead systemic change, deepen ownership, build stronger partnerships, reduce dependencies, and deliver greater results.

- *Established Cadence:* Coached and mentored actuarial innovation teams previously resistant to Agile Coaching by building trust and strong relationships with leaders and teams. Enabled **quarterly planning, weekly feedback loops, and biweekly releases** —reducing cycle time and improving delivery forecasts. Facilitated retros retros to drive continuous improvement, honest communication, and team-to-team alignment.
- *Systemic Influence & Change:* Transformed a high-performing actuarial tech team from Doers to Innovators by coaching them to lead conversations with confidence and drive systemic change with empathy. Improved leadership helped the team achieve a **3x increase in executive sponsorship**.
- *Cross-Functional Collaboration:* Transformed a siloed, cross functional (Developers, Actuaries, UI/UX, Consultants) team into one of the company's top performers. Coached the team through conflict resolution, mindset shifts, and Agile adoption—resulting in increased velocity and the launch of a platform that **automates 99% of a 72-day process into a one-click forecast** now used for multi-year planning.
- *Improved Workflows:* **Reduced innovation cycle time from 8 months to 3 months** by coaching teams through iterative planning, rapid prototyping, and rapid feedback loops. Shortened onboarding for new business unit clients **from 6 months to <1 month by improving team dynamics** (trust, accountability, cross-role clarity) and streamlining onboarding workflows.
- *Executive Development:* Accelerated delivery while doubling the size of the teams. Elevated the CPO and PO VPs leadership capacity by reducing operational burden and enabling enterprise-wide influence—they now lead **monthly strategic discussions with the CFO**.

ENTERPRISE COACH | MORGAN STANLEY | MAY 2020 - JUL 2023

Led the AGILE transformation for 15 business and technology teams spanning two risk management and technology departments at a Fortune 500 Investment Bank. Coached teams and leaders to elevate planning, delivery, stakeholder collaboration, and cultural mindset.

- *Scaled Agile Transformation:* Coached, mentored, and guided over 100 global team members, **improving predictability by 40% and contributing to a 63% increase in project delivery** for 15+ teams. Institutionalized performance tracking via SAFe implementation, KPIs, agile metrics, and rapid feedback cycles —enabling data-informed iteration and improved planning accuracy.
- *Fleet-wide Agile Maturity:* **Achieved 100% Agile maturity advancement** across all coached teams—validated via enterprise-wide assessments—shifting teams from “Established” to “High Performance” within a year. Recognized by leadership for enabling ambitious, data-driven, feedback-rich environments that produced some of the highest maturity scores across the organization.
- *Leadership Development:* Created scalable role-development workshops for Agile roles, enabling POs and SMs to successfully **manage multiple teams and initiatives at a time** through disciplined agile practices, effective management, and streamlined processes.

CHIEF OF STAFF → TRANSFORMATION COACH | DIGITALUNDIVIDED | AUG 2019 – SEP 2021

Provided direct support to the CEO and co-led the organizational restructuring and transformation of Digitalundivided, an award-winning tech incubator and accelerator that provides resources, training, and coaching to female tech startup entrepreneurs.

- *AUG 2019 - MAY 2020 - Organizational Transformation:* Led the founding team through the strategic transition - facilitating multiple workshops over 6 months to redefine the org's mission, intended impact, value proposition, core values, and operating model.
- *JUNE 2020 - SEP 2021 - Transformation & Startup Coach:* Following restructuring, I coached the new CEO and 40+ staff through the adoption and growth - **contributing to a 4x increase in annual revenue in 18 months**. I also staffed and led 10 top-performing coaches to provide executive coaching for **25+ high-growth tech startup founders** across multiple incubator (pre-revenue) and accelerator programs (\$50K+) funded by JPMorgan Chase and Cosmopolitan.

SR. ASSOCIATE, LEARNING & DEVELOPMENT | JPMORGAN CHASE | NOV 2015 – APR 2019

- *Training & Onboarding Transformation:* Agile Delivery Manager and Coach for multiple global technology teams. Led the product development of a global training app and onboarding platform used firm-wide (250K+ ppl); technology and process improvements **reduced clearance time by 50% and help desk calls by 60%**, increasing user satisfaction and IT efficiency.

PORTFOLIO MANAGER | EPROSOFT AMERICA, INC | APR 2013 - NOV 2015

- *Tech Product Management:* Managed projects that range from **\$500K to \$5m**, for clients like Johnson & Johnson. Managed 30+ developers, UI/UX, and analysts, helped scale from 20 to 200+ employees while establishing Agile as the core operational practice. Built a sales app used by 1,000+ reps; **increased US sales by 3.5% and saved \$10M** in IT costs through smart integrations. Authored global deployment playbook adopted by a multi-billion-dollar client for all international rollouts.

EDUCATION & CERTIFICATIONS

ICP-ACC - Enterprise Agile Coach Certification | THE AGILE COMPANY | New York, NY | 2020

ICF - Professional Coaching Graduate | ACCOMPLISHMENT COACHING | New York, NY | 2019

B.S. - Hotel Administration | CORNELL UNIVERSITY | Ithaca, NY | 2009

SPEAKING & LECTURING

Guest Lecturer, Cornell University, 2018, 2021, 2022
Facilitator, B-Capital, 2020
Speaker, Harvard Kennedy School, 2019
Speaker, Google, 2019
Speaker, SXSW, 2018
Speaker, Meta, 2018
Speaker, The Wrap's Power Women Summit, 2018

OTHER WORK EXPERIENCE

Founder, Space at Sanctuary, JAN 2021 - MAR 2023
Founder, Sola Travelers, JAN 2017 - DEC 2019
Management Consultant, Paragon, JAN - APR 2013
Management Consultant, Clinique, JAN 2012 - DEC 2013
Management Consultant, Omnicom, SEP - NOV 2011
Management Consultant, PwC, MAY 2010 - JUL 2011