

Nance MacLeod BA, PCC, CEC



Nance is known for Driving Leadership Success and Business Growth. Her career history illustrates her ability to deliver organizational wins across the board.

As a professionally trained coach Nance uses a style of empathy and honesty that cuts through the clutter to help people achieve their goals. She is an insightful, detail-oriented professional with a history of introducing fresh, forward-looking ideas that help leaders grow and expand their organizations.

BUSINESS EXPERIENCE

Nance has served in executive management roles with both Canadian and US-owned companies, engaging and leading teams to achieve success. Along with her two decades of experience as an instructor and corporate executive coach, Nance develops and facilitates thought-provoking personal and professional development seminars and workshops that empower and accelerate growth. She has authored over 100 articles published in *The Business Link*, *Reason and Beyond*, and *Your Workplace* magazines. Nance is vice-president for ICF Toronto and is an active board member.

PROFESSIONAL EXPERTISE AND SERVICES

Executive Leadership Coaching	Leadership Training
360° and Leadership Assessments	Career Transition
Career Pathway Development	Conflict Resolution
Executive On-boarding	Organizational Development
Team Building	Workshop Design & Facilitation

SAMPLE CLIENT LIST

ArcelorMittal	City of Hamilton	Cowan Insurance Group
John Deere Financial	Jungbunzlauer	Hamilton Police Services
North Vista Immigration	CSL Silicones	Lymphoma Canada
Town of Halton Hills	Health Force Ontario	Ontario Chamber of Commerce
Metroland Media	Moodys Investors	Niagara Region
Kuehne & Nagel		

*Hi Nance!
Thank you for today!
You are truly worth
your weight in gold. I
am revitalized,
refocused and have a
new plan of attack. I
have attached the
progress tracker I am
keeping for myself for
you to review. Thanks
so much again! Can't
wait to see you next
week! TC*

*Nance is innovative.
She's an out-of-the-
box thinker who is
very professional and
has excellent
knowledge of how to
get a person's creative
ideas working. I
recommend Nance
very highly! LP*

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RECENT COACHING & TRAINING SUCCESSES

- ◆ **A Company President/CEO** could see the potential of a new acquisition; however, he was hesitant and not sure how to take this new combined company to its next level. He was worried about the time it might take away from his core business. He was busy working *in* the business and not looking or working *on* the business. Through several coaching sessions we implemented a number of strategies including the 4 Disciplines of Execution. This allowed him to clarify and focus on his Wildly Important Goal and increase the bottom line of this business by 150% in one year. We have now been working together for more than 10 years and his business continues to grow.
- ◆ **Coached the President/CEO** of a fast-growing medical device company through challenges with staff, customers and investors, first by establishing vision, mission and value statements, then by developing the President into a top-notch progressive leader.
- ◆ **Coached a young President/CEO** of the 20 million dollar company his father started and built. Unfortunately when his father became suddenly ill he had to step into the President/CEO role without a clear plan. His confidence was low and the staff always looked at him as the boss's son, not as the leader of the company – and treated him that way. After several coaching sessions he has developed an excellent vision for the growth of the company and has acquired executive presence and leadership skills that have helped him gain the respect of all employees. His confidence has increased and he is driving the company forward.
- ◆ **Coached the senior leadership team** of a large international manufacturing company struggling with a lack of communication and trust. Nance identified the divisive issues through interviews followed by a strategic customized workshop and one-on-one executive coaching. As a result of these immediate efforts, along with an action plan for sustainability, productivity and teamwork have soared.
- ◆ **Supported a Vice President of Finance** facing career inertia. By identifying the root causes, she was successful in building self esteem, overcoming indecision and re-energizing her passion for her work... all leading to advancement to a more senior role.
- ◆ **Coached a President/CEO of a not-for-profit group.** The board felt that she needed coaching as the staff was complaining about her leadership style, and several long-time employees had left the organization. An MRG Leadership Effectiveness Assessment 360 was completed and we worked together on her development opportunities as well as completed exit interviews with previous employees. This allowed us to move forward quickly with great success.

CERTIFICATIONS AND EDUCATION

Professional Certified Coach – International Coach Federation

Corporate Coach U Certified Graduate, (CCUCG) – Corporate Coach U

Executive Coaching, Organizational Development & Effectiveness – Corporate Coach U

Licensed Coaching Skills Instructor – Coach University

Master Career Coach – Career Partners International

Brock University – BA, Business Studies

Niagara College – Leadership Development, Industrial Psychology, Human Resources

Management Resource Group – Strategic Leadership Development® Suite of Assessments

Certified Conflict Resolution Coach – Creating a Respectful Workplace

Conversational Intelligence for Coaches – Judith Glaser