

## Nance MacLeod BA, PCC, CEC



Nance is known for Driving Leadership Success, Business Growth and Change Management Initiatives. 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 senior executive roles with both Canadian and US-owned companies, engaging and leading teams to achieve success especially through organizational change, mergers & acquisitions. Along with her corporate work, she has 20 plus years experience as an entrepreneur, presenter and senior executive coach. Nance is known for developing and facilitating thought-provoking personal and professional development seminars, executive retreats and workshops that empower and accelerate success and business growth. Nance is past President for International Coach Federation Toronto and has served on many professional Boards.

### PROFESSIONAL EXPERTISE AND SERVICES

Executive Leadership Coaching	Leadership Training
Change Management	Executive & Leader Strategy Execution
360° and Leadership Assessments	Conflict Resolution
Organizational Effectiveness & Dev.	Workshop Design & Facilitation
Executive On-boarding	Career Transition
Team Building & Silo Busting	Career Pathway Development

### SAMPLE CLIENT LIST

ArcelorMittal-Dofasco	City of Hamilton	Metroland/TorStar
John Deere Financial	Jungbunzlauer	Police Services
CIBC	CSL Silicones	Lymphoma Canada
Town of Halton Hills	York Region	Niagara Region
Environ Petrochem	Moodys Investors	Rimowa NA
Zodiac Aerospace	Ducimus Capital	World Source Financial

*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 several strategies including the 4 disciplines of execution. This allowed him to clarify and focus on his Wildly Important Goal and increased 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 a 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 learned executive presence and leadership skills that has helped him gain the respect from 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 left the organization. A MRG-LEA 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.
- ◆ **Mentored and Coached Board members of a Not-for-Profit** organization where a complete restructure was taking place and supported them with Organizational Effectiveness tools and strategies.



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### CERTIFICATIONS AND EDUCATION

**Certified Executive Coach** - *Academy of Executive Coaching*

**Professional Certified Coach** - *International Coach Federation*

**Corporate Coach U Certified Graduate** - *Corporate Coach U*

**Organizational Development & Effectiveness** - *Brock U and Corporate Coach U*

**Prosci Change Management Certification** - *Prosci Canada*

**Kotter Change Management Certification** - *Kotter Inc.*

**Licensed Coaching skills Instructor** - *Coach University & Flow Coaching Institute*

**Master Career Coach** - *Career Partners International*

**BA, Business Studies** - *Brock University*

**Leadership Development, Industrial Psychology, Human Resources** - *Niagara College*

**Strategic Leadership Development® Suite of Assessments** - *Management Resource Group*

**Certified Conflict Resolution Coach** – *Creating a Respectful Workplace*

**The 4 Disciplines of Execution Certified Leader** - *FranklinCovey*

**EQAgilityInsights** - *Emotional Intelligence Agility Leadership* - *Executive Coach Global*

**Conversational Intelligence Coach Certification** – *Judith E Glaser (WBECS)*

**Round Table/Mastermind Facilitator** - *(WBECS) World Business & Executive Coach Summit*

**Narrative Coach Certification** - *Dr David Drake (WBECS) to be completed Jan 2020*