



Nancy Reece

Nancy is a highly requested keynote speaker with a warm, engaging style that has challenged audiences around the globe. As an emerging thought-leader, she encourages her audience to achieve business results while placing integrity first. Early in her career, Nancy paid the price for not living out her core values, and the lessons learned became the foundation for her passion around integrity. Her insights on power and courage have developed responsible leaders that God-hungry people want to follow.

Hard Call Courage

Having the courage to make tough choices and maintain high standards of integrity and honorable conduct in the face of power, criticism, and tough challenges.

“Courage is not the absence of fear, it’s the mastery of fear.”

Learn how hard call courage:

- ◆ Increases sales
- ◆ Increases productivity
- ◆ Increases income
- ◆ Increases shareholder value
- ◆ Increases employee retention & engagement

NANCY REECE

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Making the Hard Call

How to Take the Heat With Courage

The #1 way you lose respect as a leader is failing to Make the Hard Call. Whether it’s firing an employee, dealing with a cover up, or responding to angry customers, you must be willing to take the heat, criticism, and rejection by standing up for what’s right.

Nancy will show you how *Making the Hard Call* impacts the bottom line results, actively engages your workforce, and creates a culture where people want to do business.

You will learn how to:

- ◆ Make tough decisions that position your company for successful growth
- ◆ Develop a culture of accountability and commitment
- ◆ Make choices that build a firm foundation for success
- ◆ Earn respect as a leader others want to follow
- ◆ Admit your mistakes when you make them, earning trust and loyalty

The Dichotomy of Power®

Avoiding the Toxic Mix of Ego and Success

Ego and success often combine to form a black hole that sucks the energy and integrity from your organization. Thriving leaders recognize the warning signs that signal the formation of this black hole, and have developed the moral courage to change. In this presentation, Nancy will walk you through five warning signs of unbridled ego and the core components of moral courage. She will encourage you to develop a personal accountability system, to lead with transparency and integrity power!

You will discover:

- ◆ How to lead with transparency and integrity
- ◆ The five warning signs of misused power
- ◆ How to develop a personal accountability system
- ◆ How to make choices for the greater good that impact the bottom line
- ◆ Ten best practices that make integrity the foundation of your actions

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HARD CALL COURAGE

All About Nancy

Nancy Reece is an integrity fanatic, passionate about helping people know the right thing to do, and then DOING the right thing. She intuitively knows how to challenge and coach people to make a powerful impact as leaders, while creating a warm, transparent, and open atmosphere for learning and growth.

LEADERSHIP

As Sr. Consultant with the Human Capital Group, Inc., Nancy specializes in values based leadership consulting and coaching that enables clients to build high performing teams and cultures of integrity. Prior to joining the Human Capital Group, Inc., Nancy was the first woman elected National Board Chair of the Association of YMCA Professionals in its 130-year history. Her career includes service as Senior Vice President for the YMCA of Middle Tennessee and national consultant for YMCA of the USA.

ADJUNCT FACULTY

As adjunct faculty, Nancy teaches *Exercising Power With Intelligence and Integrity* at Belmont University, and *Leadership Perspectives* for Lipscomb University's Graduate Business School.

AUTHOR / COLUMNIST

Nancy is a talented writer, and has authored the book, *The Dichotomy of Power® - Using Power with Intelligence and Integrity*, and co-authored / edited the book *Strengthening the Organizational Heart*. She is the *Integrity First* columnist for the *Nashville Business Journal*.

CREDENTIALS

She earned her B.S. degree from the University of Evansville and her M.S. degree from Indiana University, and has continued her lifelong learning at Harvard University and the Center for Creative Leadership.

Testimonials

"Here is someone who knows what she's talking about (an expert) and also has energy, class and style. You are indeed that rare speaker who immediately establishes credibility with the audience and delivers with such impact that I believe you are changing mindsets and behaviors in a very positive way."

Kevin McNulty
CEO
Humadyn, Inc.

"Nancy is an exceptional speaker and delivered a wonderful keynote for our SoACE conference. The depth of her management and leadership experience was evident as she captivated us with her comfortable style, grace and sense of humor. What a superb way to close our annual conference."

Donnie Brown
Past President, Southern Assoc.
of Colleges and Employers and
VP of HR, Tindall Corporation

Quick Facts About Nancy

- ◆ MS, Indiana Univ.
- ◆ BS, Univ. of Evansville
- ◆ Master Trainer
- ◆ Certified Coach
- ◆ Author, *The Dichotomy of Power®* - 2010
- ◆ Co-Author/Editor, *Strengthening the Organizational Heart—2005*
- ◆ Columnist
- ◆ Serves on several boards
- ◆ Facilitator
- ◆ Adjunct Faculty:
Belmont University
Lipscomb University

Sample Clients

- ◆ ACC Builders Group
- ◆ Brentwood – Cool Springs Chamber
- ◆ Center for Non-Profit Management
- ◆ Correct Care Solutions
- ◆ DaVita , Inc.
- ◆ Nashville Area Chamber
- ◆ PICA Group
- ◆ Reliant Bank
- ◆ Skanska
- ◆ Southern Association of Colleges and Employers
- ◆ YMCA of the USA

Other Topics

- ◆ Signs of a Thriving Leader
- ◆ The Art of Appreciation
- ◆ Overcoming Your Strengths
- ◆ Designing a Culture of Success