



Nanci Appleman-Vassil, MA, NCC, BCC, CSP

Professional Experience Summary

Nanci is a highly successful business owner, Certified Speaking Professional®, and board certified counselor with more than 25 years of experience delivering training, organizational development, executive coaching, and corporate consulting interventions with a focus on change management, developing leaders and managers, and building high-performing teams. She specializes in facilitating individuals, groups, and organizations toward better solutions for increased engagement and effectiveness.

Nanci consults with organizations in a variety of fields such as technology, health care, engineering, manufacturing, education, and retail. Past and present clients include Red Hat, Grifols, Nomacor, Governor's Institute, Ipreo, MetLife, Cree, John Deere, and GSK.

As the Corporate Training Manager for R.H. Donnelley (now SuperMedia, Inc), the largest independent sales, marketing and publishing company for the Yellow Pages industry, Nanci provided a full range of training and organization development services, including identifying, coaching, and developing managers and other upper-tier employees to build a high-performance culture. She also designed and conducted a corporate-wide inclusion assessment process, and co-created a leadership and professional development series for all new managers and high-potential individual contributors. As the Performance Training Team Leader, she developed an infrastructure for technical and team training in RHD's Morrisville, NC location.

As the Director of Programs for the NTL Institute for Applied Behavioral Science in Alexandria, VA, Nanci designed a team-based infrastructure to better serve their existing and new clients from around the world. She was accountable for five profit and loss centers; designed and implemented tracking systems to curtail costs and increase profitability; and prepared statistical reports on the financial status of each workshop or line item for that center. She also designed and executed strategic business and marketing plans for several profit centers.

Nanci holds an MA in Counseling from the University of Colorado and a BA in Psychology and Education from the University of Denver. Nanci is certified as a facilitator for a variety of products and services including MBTI, AchieveGlobal, Situational Leadership, DDI, and a variety of VitalSmarts and Stephen Covey programs. She is a member of the Association for Talent Development (ATD) and the former president of Finance and Administration for their RTP chapter, as well as being ATD's former National Advisor for Chapters and a Southeast Area Coach. Nanci has also served as a board member for Meals on Wheels of Wake County, NC. She is currently a member of the NTL Institute for Applied Behavioral Science and the National Speakers Association (NSA), and she is a board member for the NSA's Carolinas chapter.

An accomplished author, Nanci recently released the book *18 Common Mistakes Small Business Owners Make*, and she contributed chapters to *Public Speaking Secrets* and *GPS for Success*.

Areas of Expertise

Change Management
Organization Development
Executive Coaching
Leadership Development
Employee Engagement
High Potentials
Team Building

Industry Experience

Technology
Health Care
Engineering
Manufacturing
Education
Retail

Certifications

MBTI®
Everything DiSC®
Situational Leadership®
DDI®
AchieveGlobal®
Five Behaviors of a Cohesive Team®
CMOE: Coaching Skills™,
Coaching TIPS2™
Covey: Seven Habits of Highly Effective People®, Five Choices®, Leading at the Speed of Trust®
VitalSmarts: Influencer™,
Crucial Conversations®,
Crucial Accountability®

Education

MA – Counseling, University of Colorado at Denver
BA – Psychology and Education, University of

