



nancy winship consulting

Nancy Winship Leadership and Organization Consulting

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Nancy is a consultant and businessperson with twenty years experience in assisting individuals, leaders and organizations to fulfill aspirational goals. She is fascinated with how leaders learn and grow, particularly as their roles become increasingly complex and ambiguous. Her focus is to help senior leaders build personal capacity for more effective leadership as they address the demands of their environment. Projects include training, coaching, intensive workshops or retreats with small groups of executives, and broad organization-wide initiatives. Nancy enables teams and leaders to discern purpose, clarify strategy, formulate goals and implement plans for change.

Most recently, Nancy worked for Microsoft in the Leadership Development Group where she designed and delivered leadership development experiences and coaching for senior executives in the company. Prior to Microsoft, Nancy was a Senior Consultant in Tom Peters Company. She held positions as Executive Consultant and as Director of Quality for Zenger Miller (currently AchieveGlobal), a nationally recognized training and OD consulting firm. As the internal quality champion, Nancy trained and led several teams to improve the service quality of the company by reengineering key business processes. As a consultant serving Fortune 500 clients, she designed and delivered training programs and provided consulting in leadership, change management, team effectiveness, and business process improvement.

With a professional background and education in psychology, Nancy has a solid foundation in understanding people's behavior and motivations. As a coach and facilitator, she is adept at identifying core issues, and does so with straightforwardness, credibility and compassion. Nancy is excellent at sparking life into groups, and creates elegant designs for group experiences and discussions. Though she is a dynamic and skillful group leader, many of her clients seek her out for individual coaching in leadership and personal effectiveness, valuing her insights and candor.

Past clients include: Boeing; Brooks Brothers; Charles Schwab; Compaq; Federal Home Loan Bank; Group Health Cooperative; Hewlett Packard; Lockheed Martin; Microsoft; Oak Ridge National Labs; PATH (Programs for Appropriate Technologies in Health); Qwest; Regence Blue Shield; Seagate Technology; Shell Chemical; Starbucks; St. Agnes Medical Center; Sun Microsystems.

Nancy holds a BA in Philosophy from Oberlin College, an MBA from Northwestern University, and a Masters in Applied Behavioral Sciences from the Leadership Institute of Seattle.