



Nanci Appleman-Vassil

Nanci is the President and Chief Learning Officer of APLS Group, a training, consulting and recruiting firm that specializes in facilitating individuals, groups and organizations toward better solutions for increased effectiveness.

Professional Expertise/Services

Nanci's more than 25 years experience includes training, organization development, executive coaching and corporate consulting with a focus on change management, developing leaders and managers, and building high performing teams. Her consulting experience encompasses a variety of industries including technology, health care, engineering, manufacturing, education and retail. Her clients include, GSK, International Paper, Red Hat, Nomacor, LLC, Sony Ericson, Cisco, Cigna Health Systems, Governor's Institute, The Body Shop, Nationwide Insurance, Sara Lee and John Deere.

As the Director of Programs for NTL Institute for the Applied Behavior Sciences in Alexandria, VA, Nanci designed a team-based infrastructure to better service their existing and new clients from around the world. She was responsible and accountable for five profit and loss centers; designed/implemented tracking systems to curtail costs, 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.

Recent Assignments -

- Coached VP of Operations to increase productivity of a 300 person department
- Consulted to Chief Operations Officer of a global manufacturing organization wanted to move the organization to Self-Directed Work Teams creating a "high performing environment".
- Designed and delivered Leadership Development training to managers to increase their effectiveness as leaders for a growing pharmaceutical company
- Coached identified "high performer" with a focus on building credibility, increasing her influence skills and executing short and long-term priorities.

Education and Professional Affiliations

- Current Ph.D. Candidate in Industrial and Organizational Psychology from North Central University
- MA in Counseling from University of Colorado at Denver
- BA in Psychology and Education from University of Denver
- Qualified in Myers Briggs Type Indicator
- Certified in Situational Leadership, Achieve Global, DDI, Targeted Selection, Covey Focus and Atkins LIFO and Stress programs

Contact Information

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