

# Nicholas Horney, Ph.D.

## Principal and Founder, Agility Consulting & Training, LLC



Nick is the Founder and Principal of Agility Consulting and Training (ACT). ACT provides consulting, leadership development and executive coaching that enable leaders, teams and organizations to build and maintain resilience and adaptability within a continuously turbulent and uncertain environment. Nick created a unique approach to executive coaching by applying a framework called the OODA Loop – Observe, Orient, Decide and Act.

He served as Vice President of Client and Constituency Relations for the Center for Creative Leadership (CCL) in Greensboro, NC. In this capacity, Nick had the global responsibility for CCL's alliances and partnerships, business development, marketing, and the client contact center. Nick worked directly with clients, partners and client relationship management (CRM) teams. During his tenure, CCL was recognized by Business Week in 1999 and 2001 for delivering best-in-class leadership development products and services in the executive education marketplace.

Dr Horney's consulting/coaching experience spans over 20 years – Agility Consulting & Training, Coopers and Lybrand Consulting, Nicholas F. Horney & Associates and ODR, Inc. He held senior leadership roles in Human Resources Development and Quality in the consumer products industry (Divisions of Nestle and Pepsi) and utility industry (the Salt River Project). He currently serves as an Executive Coach for the Leadership Institute at the University of Central Florida. Nick co-authored a book in 2000 entitled Project Change Management, published by McGraw-Hill. He has authored or has been interviewed for various magazines and journals (e.g., The National Productivity Review, Training and Development Journal, CIO Magazine, Bank Marketing Magazine, etc.) addressing leadership development and organizational change management challenges. His academic experience includes adjunct faculty work at Cornell University and Rochester Institute of Technology. He also helped create the criteria for university programs in hospitality and served on the original Hospitality Accreditation Commission.

Nick's passion for agility was developed during his 23-years in the Navy leading diving and explosive ordnance disposal teams. Nick retired from the U.S. Navy reserves at the rank of Captain. The Secretary of Commerce appointed Nick to the Board of Examiners for the Malcolm Baldrige National Quality Award, where he served for two years. He also helped establish and served as a judge for the USA Today Quality Cup Award for ten years.

Nick serves on the Board of the Human Resources Planning Society (HRPS) and is a co-chair of the HRPS Affiliate organizations worldwide. He received his Ph.D. in Industrial/Organizational Psychology from the University of South Florida.