

Courageous Change Consultancy

Be Brilliant, Unforgettable...Powerful

Nancy C. Wonders is the founder of Courageous Change Consultancy a Dallas-based firm that specializes in transformational change coaching and leadership development for leaders and organizations. The firm is especially effective in high-stakes situations, where the ability to recognize and make some important change - in yourself, in your relationships, in the way you do business - is the key to having a life and a business that you *really* love. Clients routinely improve the bottom-line health of their businesses and the quality of their professional and personal relationships. They achieve a heightened sense of mission and purpose as well as a strong sense of accountability. They leave sessions confident in their ability to wholeheartedly move forward in their work and their lives.

How It Works

The **Courageous Change Process** is a step-by-step approach to change that accelerates progress while substantially reducing the anxiety that typically accompanies important transitions. We work first to understand what's really going on, because the real opportunities are usually not on the surface of things. What you think needs to change and what really needs to change are not one and the same thing. Then you honestly explore what the real change - the one that will transform your business or your life - will require of you and the people around you. Finally, you move courageously to make the change and so create a future that you and the people who work for you can love!

Selected examples in action include:

- Facilitated **The Hockaday School** through a high stakes top leadership change. The school community needed a smooth transition of its headmistress with as little resistance to this change as possible. Courageous Change helped the stakeholders focus together on their on their hopes and dreams for a shared future, instead of their differences and fears related to change. The process substantially reduced the anxiety and the resistance to change that was threatening to slow, if not kill, the substantial opportunity represented by a change of leadership.

- Designed a conversation process for **The Greater Dallas Community Relations Commission** that representatives of several of Dallas' racial communities used to fully hear each other and creatively discuss their problems. As a result, over 85% of the participants evaluated the experience as successful and the agency adopted it as their standard dialogue process.
- Designed **Leadership Learning labs** for high-level executives at **D Magazine**. Within four months these managers had improved by almost 40% in terms of the coaching goals. The executives became more visionary and innovative in their thinking while learning not to take things personally. These executives showed great improvement on the 360-degree feedback surveys particularly in their commitment to their teams and their enhanced communication capacities.

Who It Serves

Nancy's clients are open to true transformation, want more energy in their lives, and are willing to do the work to get results. Most of Nancy's clients come to her searching for the next level of personal or organizational growth or in some sort of crisis -- mid-life, spiritual or career for individuals or market shifts, competitive threats, an economic recession or growing pains for businesses.

Business clients include for profit and not-for-profit organizations' leadership teams and executives from a variety of industries. Individuals include business executives and professionals such as CEOs, other coaches, professors, lawyers, administrators, and men and women from many occupations.

About Nancy

Nancy's research-based work combines the latest discoveries of neuroscience as well as psychology and organizational development. In addition, her earlier corporate career with a major accounting firm provides her with a keen grasp of how to achieve change in a corporate world for her clients.

She is an **Appreciative Inquiry Facilitator** and a certified **Strozzi Embodied Leadership and Somatic Coach** and a certified **Power of TED* practitioner**. She created and taught a 21st Century Leadership course for **University of Texas at Dallas** (UTD). She also served as a founding faculty member for the Leadership Certificate Program offered by **Southern Methodist University** and **The Center for Non-profit Management**.

Nancy has a M.S. in Counseling Psychology and a B.B.A. in Accounting. Her business background includes four years with Arthur Anderson CPA firm, and 4 years high level financial accounting software to a variety of Fortune 500 companies as well as healthcare systems and hospitals. Additional education includes facilitation training in the following methodologies: Collaborative Strength Based Planned Change; Dialogue and Dynamic Dialogue; VISIONS (a personal approach to multiculturalism), The Immunity to Change discovery process of Robert Kegan, Chair of Adult Development at Harvard University and Lisa Lahey; She draws extensively from the work of James Hillman, psychologist and philosopher; and David Whyte, poet, philosopher, business consultant and many others. Her solid results with overcoming "stuck conversations" have been guided by Robert Kegan and Lisa Lahey's work and that of the Public Conversations Project of Cambridge, Ma.

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