



Nick Horney, Ph.D.

Principal, Agility Consulting & Training, LLC

Dr. Horney is the Founder and Principal of Agility Consulting and Training (ACT). Since 2001, Nick has consulted with leaders to help transform their vision to action by anticipating change and building more adaptive capabilities to become focused, fast and flexible. Dr. Horney has been recognized as an expert in strategic agility by publications such as *CIO Magazine* and organizations such as the American Management Association, Canadian Management Centre, Human Resource Planning Society and AMA Japan. He was selected by the American Management Association to author the two-day Strategic Agility and Resilience Seminar.



Dr. Horney served on the Executive Committee of the Center for Creative Leadership (CCL) as Vice President of Client and Constituency Relations. During his tenure, CCL was recognized by *Business Week* in 1999 and 2001 for delivering best-in-class leadership development products and services.

Dr Horney's consulting experience (leadership/team/organizational agility and change management) spans over 20 years - Agility Consulting & Training, Coopers and Lybrand Consulting, Nicholas F. Horney & Associates and ODR, Inc. Representative clients have included Harrah's Entertainment, Dell, Lenovo, National Council of Architectural Registration Boards, Social Security Administration, ARAMARK, Harvard University, John Deere & Sons, Celanese Chemicals, and R.R. Donnelley. He held senior leadership roles in Human Resources Development and Quality in the consumer products industry (Divisions of Nestle and Pepsi) and utility industry (Salt River Project).

Nick coauthored a book in 2000 entitled *Project Change Management*, published by McGraw-Hill. He has authored or has been interviewed for various podcasts, magazines and journals (e.g., *enterpriseleadership.org.*, *The National Productivity Review*, *Training and Development Journal*, *CIO Magazine*, *Bank Marketing Magazine*, *American Way--American Airlines In-flight Magazine*, etc.) addressing agility and change management issues. His academic experience includes adjunct faculty work at Rochester Institute of Technology, Cornell University and the University of Central Florida.



Dr. Horney's first-hand knowledge of agility and change management was developed during his 23 years in the Navy leading diving and explosive ordnance disposal teams, where change was daily event. Nick retired from the U.S. Navy reserves at the rank of Captain.



The Secretary of Commerce appointed Dr. Horney to the Board of Examiners for the Malcolm Baldrige National Quality Award. 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), is a committee co-chair for the HRPS affiliate organizations and serves on *McKinsey's Online Executive Panel* and the *Chief Learning Officer Magazine's* Business Intelligence Board.



He received his Ph.D. in Industrial/Organizational Psychology from the University of South Florida.