



Nancy D. Solomon, MA

Founder & CEO
THE LEADERSHIP INCUBATOR

Keynote Speaker
Trainer
Author
Executive Coach

When companies want to turn individual, team, and organizational potential into measurable performance, they call on Nancy D. Solomon, an expert in how soft skills make business hard.

Nancy is the Founder and CEO of The Leadership Incubator, where she helps grow authentic leaders and cohesive teams for more empowered organizations.

Nancy's most significant and enduring contribution is her pioneering work with women in leadership.

Nancy has helped dozens of companies understand why they are losing their most promising women, and has shown them how to retain this valuable talent.

TESTIMONIALS

What clients are saying about Nancy D. Solomon

Nancy Solomon is an absolute "10". Her keynote was **one of the most valuable sessions of our international event**, and many of our attendees let us know that her presentation made the event the success it was. Her stage presence is phenomenal; she is smart, witty, relaxed and engaging.

When it comes to getting her message across to her audience, Nancy delivers! **With just the right mix of research, practical application, and entertainment, she captured the audience's attention from start to finish and gave them takeaways they're still talking about.**

Katherine Kawamoto
Vice President Research & Advisory Services
International Association for Contract & Commercial Management

Nancy stood in front of over 600 people at the YWCA Pierce County Annual Luncheon ... and **gave the strongest, most compelling request for support that I have ever heard and I have been in the nonprofit fundraising world for over 19 years.** She captured everyone's attention and touched everyone's heart and we raised 68% more than the year before. It is still the talk of the town.

Miriam Barnett
Executive Director
YWCA Pierce County

You were the perfect speaker to start the event off on the right note. **Your message was informative, emotional and entertaining – just the right combination for a terrific presentation.** Thanks so much to you for your commitment to making the day outstanding.

Liz Wilson
Executive Vice President
Washington Bankers Association

You change their lives - this is about so much more than leadership at work - it is about leadership and self-fulfillment in LIFE. You are amazing!!!

The results I saw were impact-full and immediate. **Increased confidence and self-awareness has translated into stronger performance** ... Not only are they realizing their full potential but **the organization is getting so much more value from these women** who have stepped up to lead in their respective jobs.

Kim Slee
Director
Microsoft Media Services

Thank you again for the seminar you conducted for my team...It is surprising and heartwarming to note that the **long-term positive benefit is continuing to be realized. Sustainable change is difficult – and your dynamic session brought that to my team.**

Jerri Lane
Director of Sales and Marketing
The Westin Seattle



SPEAKING TOPICS

Nancy D. Solomon speaks on the trends that transform leadership individually, organizationally, and globally. She is passionate about the personal, professional and political issues affecting gender diversity and how these impact the advancement of women and the men that work beside them.

She's inspiring. She's funny. She's relatable. She's transformative. An expert speaker and a long-standing member of the esteemed National Speakers Association, Nancy has addressed tens of thousands of audience members over the last 20+ years.

Her research-based presentations make every audience member feel as though they're the only one in the room- that she's talking directly to them.

Whether she's addressing 20 people or 2000, Nancy quickly creates a deep connection with her audience, providing them with the perfect environment in which they can open their hearts, relax their minds and transform their thinking; the very thinking that creates leaders and transforms cultures.

Expert Topics:

Leadership
Driving Cultural Change
Optimizing Teams and Talent
Engaging and Retaining Employees
Unconscious Bias
Diversity & Inclusion
Advancing Women in Leadership

- **THE LEADERSHIP INCUBATOR**
- **THE FISH DOESN'T KNOW IT'S WET**
 - **3 KEYS TO CREATING A HIGH-PERFORMANCE CULTURE**
 - **IMPACT!**
 - **WOMENTHINK**
 - **(YOUR CUSTOM TOPIC)**

In Alphabetical Order

ASSOCIATIONS

- American Heart Association
- Bellevue Chamber of Commerce
- Canadian Cancer Society
- Columbia Tower Club Breakfast Forum
- Fashion Group International
- Gig Harbor Rotary
- IACCM- International Association for Contract & Commercial Management
- Ask The Expert (3 times)
- Women's Group (2 times)
- International Conference 2009
- International Conference 2011
- Northwest Society of Interior Designers
- Power of People Consulting
- Rotary- Bellevue, Seattle
- Seattle Chamber of Commerce
- Toastmasters
- Washington State Floor Coverings Association
- West Sound Human Resource Management Association
- YWCA of Pierce County

BANKING/ FINANCE

- ADP
- Arizona Bankers Association
- Cascade Bank
- Moss Adams
- Nevada State Bank
- Pennsylvania Bankers Association
- Utah Bankers Association
- Viking Bank
- Washington Bankers Association
- Washington Federal
- Washington Mutual Bank
- Washington Society of Certified Public Accountants

CONSTRUCTION

- Airefco
- In-Tren
- Master Builders Association Leadership Conference
- Master Builders Association Re-Modeler's Council
- Northwest Cascade

EDUCATION

- Bates Technical College
- Shoreline Community College
- South Seattle Community College
- University of Washington Medical Center

GOVERNMENT

- City of Bellevue
- Community Transit
- Senior Services of Seattle/King County
- Small Business Administration — WNET series
- Minnesota Family Support & Recovery Council

HOSPITALITY

- Sheraton Hotel Seattle
- Westin Hotel Seattle

INSURANCE

- WellPoint, Inc.

MANUFACTURING

- Acura of Seattle
- K2 Sports

RETAIL / WHOLESALE

- Habitude Salon and Day Spa
- Lia Sophia
- Nordstrom
- Target Corporation

TECHNOLOGY

- Anita Borg Institute- Grace Hopper Celebration of Women in Computing
- ETFTT
- Microsoft

WOMEN'S GROUPS

- ADP/ IWIN
- AWOB (Alliance of Women Owned Businesses)
- Bellevue Chamber of Commerce: Women in Business Forum
- Columbia Tower Club
- Community Transit Women's Retreat 2007 (2x), 2008
- eWomen Network; Tacoma and Bellevue
- eWomen Network, Canada
- eWomen Network Success Institute
- Executive Women International
- IACCM Women's Group
- In-Tren Women's Retreat
- Jewish Women's Dinner of Pierce County
- K2 Sports OIWC
- Life Moxie
- Master Builders Association Women's Council
- Microsoft Women's Conference 2006, 2009, 2011
- Microsoft Women of Office (WOO)
- Microsoft Women's Retreat 2006 (2x) 2007, 2008, 2010,
- Microsoft Women's Engagement Initiative 2012
- Microsoft Moms in IT
- NEW Network of Executive Women
- North San Antonio Chamber – Enterprising Women Conference
- Northwest Women's Show
- Washington Bankers Association, Women in Banking
- Washington Society of Certified Public Accountants
- West Sound Women
- Women Business Owners
- Women in Small Biz
- Women Presidents Organization
- Women's Business Enterprise Council – West
- Women's Business Exchange (2x)

Impact! is a powerful, authentic book written by a savvy woman who has 'been there' and 'done that.'! Nancy Solomon masterfully connects the dots between personal power and financial education. My only regret is that Impact! wasn't available twenty years ago.

Barbara Stanny

Author of Prince Charming Isn't Coming; How Women Get Smart About Money; Secrets of Six-Figure Women; Overcoming Underearning.

Impact! is the key to success! Nancy Solomon .. captures the essence and importance of being intentional: this book will help people learn, grow, engage, drive and ultimately enjoy a successful life as they define it! Impact! provides insight, tips and exercises from Solomon's wealth of experience and wisdom. You'll want to buy a stack of books and give them to every woman you know and care about.

Alicia D. Kroll

Talent Acquisition, SUPERVALU

IMPACT! The Book

Do yourself a favor: Buy, read, think about, and implement IMPACT! Nancy Solomon is a front-runner who inspires you to solve problems, navigate life's challenge and victories, and set a powerful direction for your life. While inspiring, humorous and candid, Impact! is a serious book that directly challenges the beliefs women hold about themselves--- the same beliefs that hold them back. If you're ready to lead from within, you're ready for Impact!

Sarah Weddington

Winning attorney Roe vs. Wade, professor

Nancy Solomon has done an outstanding job helping women understand what impacts their ability to live powerfully, and how to turn their untapped potential into performance in their work and in their lives. This is a must-read for women who are committed to getting more of what they want!

John Gray

Best-selling author of Men Are from Mars, Women Are from Venus

At a time when American businesses need to re-evaluate its practices, re-engage employees and stimulate innovation and creativity, Nancy Solomon's new book, Impact! arrives just in time. Her empowering philosophy, direct approach and compassionate heart will cultivate the leader in every reader—whether you're a C-suite executive or a stay-at-home mom. . This self-help business book should be on the top of your must-read list.

Sandra Yancey

Founder and CEO, eWomenNetwork, Inc.

Nancy Solomon has written a book that is both loving and empowering. It's an inspirational and practical gem for women - and men - at all phases of career and life.

Rick Foster

Co-author of "How We Choose to Be Happy" and "Choosing Brilliant Health."

Nancy Solomon's Impact! challenges the paradigms governing personal growth, and provides a route map that will lead anyone and everyone towards personal and commercial success. What a masterful piece of writing from the genius that is Nancy D. Solomon - well worth waiting for!

Jonathan Farrington

Chairman, The Sales Corporation



BIOGRAPHY

Nancy D. Solomon turns individual, team, and organizational potential into measurable performance.

As the Founder and CEO of THE LEADERSHIP INCUBATOR, Nancy has helped thousands of people overcome their barriers to professional success.

For the last 25 years, Nancy has created, led, and implemented initiatives that have enabled organizations to:

- Drive culture change
- Optimize teams and talent
- Engage and retain employees
- Develop senior and mid-level executives
- Advance women in leadership

As a culture change expert, Nancy has transformed stagnating organizations into workplaces defined by high performance standards, individual accountability, creative collaboration, and mutual trust.

As a talent and team builder, Nancy has shown organizations how to develop, engage, and retain The Unheard Third™—leaders and individual contributors who are neither high potentials nor poor performers, but who are instrumental to a company's success.

And as an executive coach, Nancy has accelerated the development of A and B-players, helped derailing leaders get back on track, guided business owners, and served as a trusted advisor to C-suite leaders.

But Nancy's most significant and enduring contribution is her pioneering work with women in leadership. She has helped companies understand why they are losing their most promising women, and she has shown them how to retain this valuable talent.

Throughout her career, Nancy has worked in many industries including banking, construction, retail, information technology, real estate, telecommunications, transportation, health care, and hospitality. Her clients include Microsoft, Target, Acura, Nordstrom, WellPoint, Westin, and IACCM, as well as many passionate individuals.

Before establishing her business, Nancy spent 16 years in the fashion industry, working as an executive for companies such as Saks Fifth Avenue, The Limited, Calvin Klein, and Paul Smith.

Nancy is the author of the acclaimed book, *Impact! What Every Woman Needs to Know to Go From Invisible to Invincible* (John Wiley & Sons, November 2009). She is currently presenting keynotes and training, blogging, writing her next book, coaching, and developing new products.

THE

LEADERSHIP INCUBATOR

GROWING LEADERS ON PURPOSE

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