



PORTFOLIO HANDOUT · 2026

Nancy John

LEADERSHIP ENABLEMENT & LEARNING STRATEGIST

ICF-PCC

CTDP

DISC & EQ CERTIFIED



Book a call

I design and deliver learning that actually changes what people do. For over 20 years — in large corporate environments where scale is everything, and in one-on-one work where a single well-timed conversation can shift everything — I've built end-to-end L&D solutions that connect directly to performance. I'm both a strategist and a practitioner: I can design the architecture and step in to deliver it.

ENTERPRISE

- National program design & facilitation at scale (100+ per session)
- Performance coaching & field leadership enablement
- CRM onboarding, technical enablement & change adoption
- Capability gap analysis tied to business performance data
- Cross-functional collaboration with SMEs & regional teams

ENTREPRENEURIAL

- End-to-end leadership program design, delivery, and coaching
- Proprietary frameworks: Influence Accelerator Model, S4 Conflict Anchors
- AI-augmented learning design & delivery
- Psychometrics: DISC, EQ, Leader Network Diagnostic
- Global client reach: Canada, US, UK, India, China

80%

Adoption of new business-building practices nationally

103%

Annual performance objectives achieved

15%

Avg improvement in leadership competencies within 90 days

4.6/5

Avg participant satisfaction rating

SELECTED WORK

EDWARD JONES

Creating Clients Through Quality Contacts

PROGRAM DESIGN

NATIONAL FACILITATION

A national virtual program for early-career Financial Advisors — co-designed with field leaders and U.S. counterparts, built around the 5x5x5 prospecting technique. Live practice sessions, small-group breakouts, and regional follow-through baked in from the start.

OUTCOME 80% adoption across Canada; regions independently integrated it into ongoing advisor enablement.

SEED LEADERSHIP

Leadership Accelerator 90

END-TO-END OWNERSHIP

COACHING

A 90-day 1:1 leadership program for pre-executive leaders — built from scratch and evolved into a structured journey anchored by DISC & EQ assessments. The proprietary Influence Accelerator Model sits at its core. Delivered to clients across 5 countries.

OUTCOME One client hit their 12-month goal in 90 days. Another was promoted to lead two larger teams. Average 15% competency improvement.

IN THEIR WORDS

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Nancy doesn't talk in corporate phrases and provide canned responses, but rather employs an individualized, thoughtful approach... I have gained more from Nancy's program than any other I've participated in over my career, bar none.

Tony C.
Director · Technology

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Working with Nancy has opened my perspective on key aspects of leadership... I've leveraged her recommended strategies in conversations with my direct reports, manager, and even skip-level leadership. The advice I would give to anyone considering working with Nancy is: do not hesitate.

Andrae K.
Program Manager · Software Development

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Nancy's approach to building up one's "sphere of influence" helped me create lasting bonds with my peers — improving cross-functional planning, communication, & collaboration. I'm grateful to have started my journey into leadership with Nancy alongside me.

Stacey F.
Director · Retail & Consumer Goods