



“Nancy Eberhardt shows you exactly what to say and do when handling dozens of sensitive situations you encounter on and off the job. You’ll appreciate her pragmatic, ‘I can use that today’ advice and real-life examples you can relate to.”

—Sam Horn, author of *POP!* and *Tongue Fu!*

Nancy Eberhardt

CEO

Pathwise Partners

KEY TOPICS

Candor & Communication

Professional Development

Leadership

Strategy

Organizational Culture

Team Building

Ethics

Nancy Eberhardt is Chief Executive Officer and owner of Pathwise Partners. She is an Executive Coach and leadership development and strategic consultant, assisting senior executives and their Boards with achieving the breakthrough results they are committed to causing in their organizations. She is also a certified Gazelles International strategic planning coach.

Nancy’s experiences with candor from childhood and well into her career provide her a deep understanding of how meaningful straight talk can make a big impact. She shares a collection and reflection on her experiences and those of others in her first book, *Uncommon Candor: A Leader’s Guide to Straight Talk*, a how-to approach for the art of direct communication.

Nancy Eberhardt frequently speaks at leadership conferences and corporate events as well as with audiences focused on professional development and growing organizations. She also has tremendous experience as an emcee and as the moderator of panels as well as the Q&A portion of another speaker’s keynote. As the expert in candor, setting an atmosphere for sincere and open dialogue with and among others is her strength. Her insights on communication, ethics and strategy are called upon for guest blog contributions and business publications. She also hosts her own blog centered on the topics of candor, leadership and causing revolutionary results.

With a passion for harnessing the power of straight talk through trust, respect and clarity, Nancy fosters in others a skill that is highly relevant in today’s complex and fast-paced businesses.

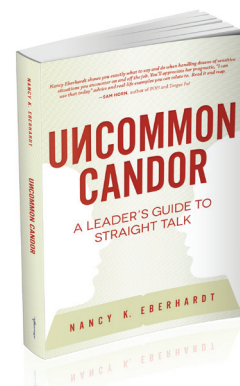
Connect with Nancy

PathwisePartners.com
UncommonCandor.com



Uncommon Candor: A Leader’s Guide to Straight Talk lays the path to achievement through direct and open communication. Candor doesn’t necessarily come naturally. It requires practice, but with the right behaviors and authentic ways of speaking to tap into the power of candor, it can be learned. Nancy Eberhardt provides a fresh and no nonsense approach for moving the needle.

Uncommon Candor: A Leader’s Guide to Straight Talk is available at Amazon.com and other online retailers.



“Strategic thinking and execution planning only work when leaders talk straight about what is working and what is not. Nancy Eberhardt’s *Uncommon Candor* is a key component to getting uncommon results.”

—Verne Harnish, author of *Mastering the Rockefeller Habits*, creator of the One Page Strategic Plan™, founder of Gazelles, Inc.

Nancy Eberhardt **CEO** **Pathwise Partners**

As a business coach and consultant for corporations, entrepreneurs, nonprofits and boards of directors, Nancy Eberhardt, CEO of Pathwise Partners, has discovered how fostering an atmosphere of candor can translate into success. A Gazelles International certified coach, Nancy focuses on leadership development and strategy for her clients to achieve breakthrough results. A former regional bank president, with a background in industrial/ organizational psychology, Nancy was responsible for a number of successful mergers and \$1 billion in customer relationships. Past experiences allow her to relate to her clients from a shared perspective and quickly get to the heart of what matters.

An active community volunteer, Nancy has served as the Chair of the Fairfax County Chamber of Commerce, Vice-Chair of the Wolf Trap Foundation (the only national park for the performing arts), as a member of the governor-appointed Virginia Baseball Stadium Authority Board and the Advisory Board for the University of Virginia School of Continuing and Professional Studies.

Currently, she is on the Board of Directors for Congressional Bank headquartered in Bethesda, MD and teaches Business Communications and Ethics as Adjunct Faculty for the Jack Welch Management Institute Executive MBA Program. She serves on the Board of Impact Makers, a fast-growing company and leader in the revolutionary B Corp movement, giving its profits directly to community charities.

With her first book, *Uncommon Candor: A Leader’s Guide to Straight Talk*, Nancy Eberhardt turned her experiences with candor along with her approach to straight talk into a how-to guide for anyone interested in open communication and using candor effectively to accelerate success and achieve goals.



For more information contact Nancy Eberhardt at 703.629.4929 or neberhardt@pathwisepartners.com

“The research on trust tells us that candor and honesty are at the bedrock of all relationships. Nancy explains candor and the hope for building a culture around it. She provides great insights coupled with clear, straightforward language.”

—Steve Gladis, author of *The Trusted Leader*

Nancy Eberhardt
CEO
Pathwise Partners

Current Speech Topics

Uncommon Candor: The Power of Straight Talk

This is an examination of why candor is crucial in today's world—as the main element for leadership, trust, results and relationships. Using audience engagement, humor and stories of good and poor examples of candor in leadership, Nancy delivers a renewed understanding of how direct speaking causes great velocity and encourages more fun at work.

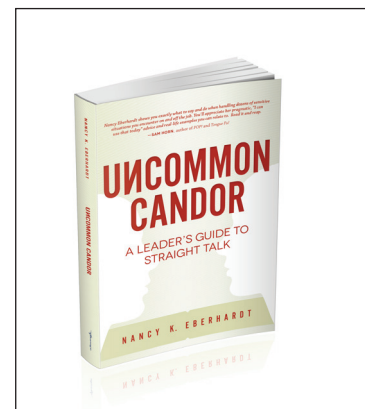
This talk is excellent for leaders, managers and associates of all types of organizations. Nancy's deep experience in business and non-profits makes her an appealing and credible speaker for groups that are highly diverse, or may be primarily men or women.

Uncommon Candor: Be True to Yourself

In this presentation, the focus is on how to bring candor to our thinking and actions for the best, most-satisfying outcomes for ourselves. The work world is now filled with:

- Young adults who have fewer than expected options for full-time employment
- 30-somethings who want more flexible schedules to meet home demands
- 40-somethings who are interested in “jobs with more purpose”
- 50 year-olds returning to work
- Boomers who want to continue to have fulfilling business, charitable and leisure activities well into their retirement years.

Through the use of self-reflective and group exercises, we will explore the facts of today's world of work and how we identify our true passion and purpose for the most fulfilling next step of our lives. Through stories, case studies and engagement activities, audience members will identify their unique core strengths, preferences and ideas for “what's next”. This experience will open up new thinking and a process for considering new possibilities.



Methodologies

Each topic above can be presented as:

- A keynote, large group or small group workshop or as a breakout session. These can be done as 20 to 45 minute presentations or interactive sessions.
- Part of a panel presentation in the areas of leadership, organizational culture, building high-functioning teams, business or non-profit strategy and execution, and professional development.
- Detailed “how-to” workshops, where participants learn and practice tools for increased candor that can be applied immediately at work or in other professional settings. These workshops can be an introduction to a few tools in a time as short as two hours or a real mastery immersion taught over a full day.

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“Clarity of purpose and speaking up about what will make the difference in our communities and businesses is critical. *Uncommon Candor* inspires us to keep giving the gift of straight talk—for ourselves and others.”

—Mario Morino, author of *Leap of Reason* and founder, Venture Philanthropy Partners

Nancy Eberhardt
CEO
Pathwise Partners

Blog Excerpts

Candor Has Gotten a Bad Rap

It is not brutal, abusive, or disrespectful. Candor means providing straight talk and being truthful in your communications. It is about frank, direct discourse, which does not have to hurt. Below are ways to practice candor yourself and grow a culture of candor without being a jerk:

1. Be vulnerable: Share something about yourself or a mistake you made that will begin to model vulnerability as an element of candor. Tell your team about the time you made a mistake and what you learned from it, or the embarrassing moment when you realized you had erred, or the feedback you got from a boss that set you on a better course with your career. When you show them yours, they will be more likely to show you theirs.

2. Post a “No Spin Zone” sign in your workplace: Shawn Wilson, President of Usher’s Foundation is so eager to get to the truth he places the circle with the slash through it – the international “do not” symbol – over the word “Spin” on the door to his office. He explains this is a constant reminder to people as they walk in to check their spin at the door. (from Adam Bryant’s Corner Office column of the New York Times).

(See more at uncommoncandor.com)

The Vulnerability of Entrepreneurs

Recently, I read an article in Inc. magazine titled “The Psychological Price of Entrepreneurship” by Jessica Bruder. The piece offers an in-depth look at how entrepreneurs often struggle with significant emotional distress during the early, very challenging start-up years. From the seemingly mild (anxiety, despair) to the serious extreme (depression, suicide), entrepreneurs are just beginning to share their stories.

As I was reading, I was struck by a recurring theme of secrecy. It seems that none want to admit their vulnerability or their failures. When we talk through it, when it’s an open and honest dialogue about the challenges that come with this endeavor, we can easily understand how this would be mentally tough to endure. Practicing candor in those toughest moments – in a safe environment, a confidential community of peers, mentors or coaches, or more anonymous blogging communities – could make the difference in how these entrepreneurs cope in the trenches.

(See more at uncommoncandor.com)

Guest Blog Features & Online Publications

BankDirector.com | “Bank Director’s Story: How the Board of Congressional Bank Evaluated Itself”

Jack Welch Management Institute, JWMI Buzz | “How to Practice Candor Without Being a Jerk”

NPR Science Matters | “Conference Room or Echo Chamber”

Gazelles International Coaches | “Who Would You Re-hire?”

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