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Nancy
Dering,
Inc.



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Consulting Practice Profile

Strategy

Nancy Dering Mock is a trusted advisor to leaders in discerning, formulating, articulating and realizing strategy. She has completed hundreds of strategic planning engagements and is masterful at engaging people to explore ideas and chart bold future courses of action.

She has been described as having an uncanny knack of “connecting the dots” and “seeing around corners,” which contributes to the success of her clients in planning strategically. In addition to private and public sector organizations, she has extensive experience in bringing people from diverse perspectives together to create new possibilities and directions in communities, nonprofits, arts organizations and churches.

She is widely recognized as an expert in forging collaborations and partnerships among people and groups whose talents, interests and aspirations are shared or complementary and, as a result, consults on the strategic and cultural aspects of mergers and consolidations.

Leadership

Nancy has three decades experience in developing leaders in organizations and communities. She challenges leaders to explore leadership theories and principles and to examine the implications of contemporary leadership models for their own leadership development. She incorporates classical literature and film, the humanities, case studies, appreciative inquiry and experiential learning in the design of her leadership development initiatives.

Organization Development and Change

Making change for the better in organizations and communities is the keystone of Nancy’s consulting practice. She assists clients with planning and implementing organizational, cultural, process, or technological change. Because of the breadth and depth of her experience in organizations, she is widely recognized for her ability to interpret situations incisively and perceptively, untangling complexity and crafting elegant, practical and workable solutions.

She also conceives inventive approaches to organizational change, challenging conventional wisdom and blurring traditional boundaries.

Human Capital Management

The management of Human Resources can become excessively focused on compliance - to the detriment of performance, creativity and engagement. Nancy subscribes to an approach that seeks to balance compliance by elevating and celebrating the best of what it means to be human. This perspective is brought to bear on assignments in Workforce Strategies, Employee Engagement, Human Capital Development, and creating workplaces where people can excel.

Nancy works to translate contemporary models and best practices into the unique mission, culture and operations of each client.

Communications

Nancy is widely sought after as an articulate, powerful and inspiring communicator. In her keynotes and seminars, she challenges and inspires people. She is widely recognized as a master facilitator of high-profile, high-stakes deliberations, helping groups confront difficult work, framing provocative and penetrating questions, instilling a spirit of inquiry, imagination and idealism and coaxing the very best from the group.



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Professional Profile

Nancy Dering Mock brings intellect, insight and savvy to her role as principal in her consulting practice, NANCY DERING, Inc., and as a leader in her profession and community. An accomplished executive, entrepreneur and consultant, she has broad experience in private, public and independent sectors. Nancy is recognized as an incisive strategist and trusted advisor in Strategy, Leadership, Change and Human Capital Management. She is highly sought after as an articulate, inspiring and powerful communicator and master facilitator of high-profile, high-stakes deliberations. Her clients include corporations, professional services firms, government agencies and nonprofit organizations. Additional information can be found at www.nancydering.com. Nancy has also been a Senior Advisor to the Government Performance Project, an initiative of the Pew Charitable Trusts that works to improve management and performance in state governments.

Prior to returning to the private sector in 2007, Nancy was Deputy Secretary for Human Resources and Management in the Governor's Executive Offices for the Commonwealth of Pennsylvania. She was appointed as Deputy Secretary by Governor Tom Ridge in 2000 and re-appointed by Governor Edward G. Rendell in 2003 at which time she was named Chief Human Resources Officer and added to Governor's senior staff. She led the Office of Human Resources and Management, responsible for managing Human Resources policy and programs for the Commonwealth, an employer of 80,000 employees, including those covered by 21 bargaining units. During this time, she also served as President-Elect of the National Association of State Personnel Executives and was the 2006 recipient of NASPE's Eugene Rooney Award for Leadership in Human Resources.

Ms. Dering Mock was founder and president of The Dering Consulting Group from 1986 – 1999. She successfully built the firm into one of the most respected teams of organization development professionals in Pennsylvania, with a client list that included Fortune 500 companies, educational and healthcare institutions, and nonprofit organizations. She worked extensively with government organizations at the federal, state and local levels and completed international assignments with Argentina and Zimbabwe. She sold the firm in 1999.

From 1986 through 2007, Nancy was adjunct faculty at the H. John Heinz School of Public Policy and Management at Carnegie Mellon University, designing and presenting seminars for Executive Development programs. Nancy received her Bachelor's degree from Elizabethtown College and her Master's, with highest honors, from Temple University. In July, 2001, Nancy was selected and participated in the prestigious Program for Senior Executives in State and Local Government at the John F. Kennedy School of Government at Harvard University.

She has been actively involved in professional associations and community organizations having served on the Boards of the Harrisburg Regional Chamber of Commerce, the YWCA of Greater Harrisburg, the Harrisburg Symphony and Leadership Harrisburg Area. Her current community involvement includes serving on the Board, Campaign Cabinet and Executive Committee of the United Way of the Capital Region and as Chair-Elect of the Cultural Enrichment Fund. She also serves as Vice-President of the board of LEAD Forward, a non-profit that educates "untouchable" youth in Tamil Nadu, India founded by her husband. Nancy was selected as one of the YWCA's Tribute to Women of Excellence honorees in 2004, was named one of Harrisburg Magazine's 2006 Movers and Shapers and was the recipient of the Harrisburg Chamber's 2006 Athena Award.

Nancy is also the author of a series of six books, *Discovering Meaning*, *Discerning Direction* and *Deepening Faith*, published by Morehouse Publishing in 2003. She is married to Phil Mock, a retired U.S. Army Colonel and social activist for the "untouchables" of India. Together, their family includes five children and seven grandchildren and they enjoy travel, reading and golf.