

Nancy Horwitz, MS Ed., ACC

Nancy Horwitz, is the Boston area IMpower Program Manager for WOMEN Unlimited, Inc. A seasoned professional with a 25-year history of successful Human Resource Management and Leadership Development/Coaching work, Nancy founded NLH Development Associates, a Personal and Professional Coaching firm, in 2005 with the mission of expanding her ability to help clients to bridge the gap between where they are now and where they want to be. Her work combines her extensive knowledge and experience in Leadership and Management Development, Human Resources, Counseling, Coaching and Diversity. Her clients include Fortune 500 companies, Non-profits and individuals with the common goal of seeking greater effectiveness and satisfaction in their organizations, careers and lives.

Prior to starting her own Coaching Practice, Ms. Horwitz served as a Senior Program Manager of Leadership Development at Microsoft Corporation, where her responsibilities included designing the Next Generation Leadership Development framework for the company and designing/implementing the Leadership Development Program for Microsoft North America's emerging leaders. She has extensive experience coaching employees and leaders at all levels within the organization with a particular focus on enhancing leadership and management effectiveness. Prior to joining Microsoft, Ms. Horwitz held a variety of Human Resources Management positions at Integris (Subsidiary of Bull Worldwide), Fidelity Investments, AGFA Corporation and General Electric. She was trained as an Outplacement Consultant at Lee Hecht Harrison where she also developed and delivered career development seminars and coaching to a subset of clients.

Nancy is committed to the advancement of women into leadership roles in both the private and public sector. She has served on the board of the Women's Center in Cambridge MA, worked as Associate Director of Career Services at Wellesley College, and supports organizations that are committed to training and electing more women into offices at all levels of government.

Ms Horwitz is qualified and experienced in the administration and interpretation of numerous assessment instruments including Myers-Briggs and FIRO-B as well as the Center for Creative Leadership's Benchmarks 360 assessment. She's a graduate of the WOMEN Unlimited LEAD Program, a selective development program for high potential senior female leaders.

Ms. Horwitz holds an MS in Education from University of Pennsylvania Graduate School of Education in Philadelphia, PA where her educational focus was Counseling Psychology and a BA from Colgate University in Hamilton, NY where she graduated with Honors. Her undergraduate experiences included studies in London and Haifa, Israel. Nancy is a graduate of the Coach Training Institute (CTI) Co-Active Coaching Program and holds the ACC Coaching Certification through the International Coach Federation.

Nancy is an avid cyclist (a 6 time Pan Mass Challenge rider), studies Improvisational Acting and spends a good portion of her free time volunteering for causes that she cares about. Nancy resides in the Boston area.