



Nancy Picard
Founder at Picard, LLC
Greater Chicago Area
Management Consulting

Nancy M. Picard, Ph.D., is a licensed psychologist with a deep background in management consulting and business. She is a former PR and marketing consultant, and a Returned Peace Corps Volunteer (Hungary 90-92).

In 2011, she established Picard LLC as an independent consultancy, focusing on C-Suite executives who are serious about committing their time and energy to being smarter, healthier, and more impactful as individuals, with their teams, and with their strategies to grow their businesses through using effective leadership strategies.

Nancy was at RHR International for ten years, ending her tour as Director of Practice Innovation. She previously ran their largest global account for 5 years and managed more than 30 consultants at that time. (See "Doing the Right Thing" by James Kilts).

Nancy has consulted CEOs, senior teams and high potential executives in other significant clients regarding operational management, leadership, assessments, strategy, and CEO succession. She has worked in: a \$10B REIT, financial services (Chicago's largest hedge fund and several mid-size PE companies), pharmaceuticals in the US and PR, the energy industry (coal and nuclear), healthcare services, beverage manufacturing, and hunger relief. She has served Boards and leaders in a pro bono capacity in human rights, the environment, and disaster relief, and has supported \$100M to \$40B companies in finance and banking, medical research, communications, consumer electronics, and law (CLOs as well as a global law firm).

While at RHR, she led the redesign of RHR's primary executive assessment model to be more balanced between management and behavioral science. As a partner at RHR, she was deeply involved in RHR's first major research activities on executives who are women, and executives who are Black.

Specialties

Board, CEO and senior team personal and professional development, accelerated learning, executive wellness (cognitive wellness, physical wellness), law firms and legal management development (CLOs, senior partners), healthcare, ROI and research, IronMan, triathlon, marathon