

Bio

Nancy K. Eberhardt, Chief Executive Officer of **Pathwise Partners LLC**, is a certified Executive Coach and Gazelles Strategic Coach, and a leadership development and strategic consultant, assisting senior executives and their Boards with achieving breakthrough results in their organizations.

She blogs about **Uncommon Candor, A Leader's Guide To Straight Talk** and her book with that title was published in 2014. She authors a monthly article for *Bizjournals.com*, owned by *American City Business Journals*, the largest publisher of metropolitan business newsweeklies in the United States, with 43 business publications across the country reaching more than 3.6 million readers each week.

Nancy is a skilled agent for organizational strategy and execution planning, and an expert in merger and acquisition transitions. Ultimately, she has a passion for culture and change management, and the critical ability to leverage communications to inspire and engage people.

An active community volunteer, Nancy has served as the Chair of the *Northern Virginia Chamber of Commerce*, as a member of the governor-appointed *Virginia Baseball Stadium Authority* and on the Advisory Board for the *University of Virginia School of Continuing and Professional Studies*. She builds communications curriculum and has taught Business Communications and Ethics for the *Jack Welch Management Institute Executive MBA Program*. She currently 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 and on the Board of Directors for *Congressional Bank* headquartered in Bethesda, MD.

Prior to forming **Pathwise Partners**, during her tenure as a regional bank President, she was responsible for fifty locations, hundreds of employees, a number of successful mergers and more than \$1 billion in customer relationships. Before she was named president, she led the bank's consumer product development division for more than a decade.

Nancy Eberhardt

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Employment History

PATHWISE PARTNERS, *Richmond, VA*
Owner & CEO

FREEMAN BUSINESS SOLUTIONS, *Potomac, MD*
Founder & Senior Strategist

CARL M. FREEMAN COMPANIES, *Potomac, MD*
Senior Vice President & Management Committee Member;
Real Estate Development

CENTRAL FIDELITY BANK (now Wells Fargo), *Tyson's Corner, VA*
Regional President; Richmond, VA, Senior Vice
President, Consumer Products Marketing Officer,
AVP and Vice President

OLD DOMINION UNIVERSITY, *Norfolk, VA*
Director of Administration and Research and Adjunct
Faculty, Psychology Department

Education & Certifications

- Certified Gazelles Strategic Planning Coach
- Leadership Coaching Certification, Georgetown University, Washington, D.C.
- MS, Industrial/Organizational Psychology, Old Dominion University, Norfolk, Va.
- BS, Psychology, Virginia Wesleyan College, Norfolk, Va.
- Myers Briggs Certification
- Course of Study for Mediation, Commonwealth of Virginia

Awards & Honors

- Finalist, Corporate Trustee-Individual Leadership Award by Leadership Fairfax
- 40 Most Promising Bank Executives under 40 by American Banker

Corporate & Public Board Positions

- **Congressional Bank**, Board, Executive Committee Member and Chair of the Board Development Committee
- **Impact Makers**, IT Management Consultants and the first Virginia Benefits Corp
- **Virginia Baseball Stadium Authority**, Past Board Appointment by Governor Mark Warner
- **Internet, Inc.** (owner of MOST/ATM Network), Past Chairman of the Board

Additional Community Leadership

- **Business Women's Giving Circle of the Northern Va. Community Foundation**, *Founding Member*
- **University of Virginia School of Continuing and Professional Studies**, *Past Advisory Board*
- **FBI Citizens' Academy** (Washington Field Office), *Graduate*
- **Leadership Fairfax**, *Past Advisory Board Member*
- **Northern Virginia Chamber of Commerce**, *Past Chairman of the Board*
- **Wolf Trap Foundation for the Performing Arts**, *Past Vice-Chair*
- **United Neighborhood Centers of America**, *Past Board Member*
- **Leadership Metro Richmond**, *1993 Graduate*
- **Carl M. Freeman Foundation**, *Board of Trustees, Past Board Member*
- **Women's Advisory Board of George Mason University**, *Past-Chair*

Selected Presentations (as a moderator, panelist, speaker or instructor)

SPEAKER– *University of Richmond MBA students and alumni, Richmond, VA*

FACULTY– *Jack Welch Management Institute, Executive MBA Program*
Professor, Business Communications and Ethics, to students worldwide, 100% on-line.

SPEAKER– *Volkswagen of North America: Uncommon Candor, A Leader's Guide to Straight Talk, Herndon, VA*

SPEAKER– *Virginia Council of CEOs: Uncommon Candor, A Leader's Guide to Straight Talk, Williamsburg, VA*

KEYNOTE SPEAKER – *"The Hardest Part of Strategy – Just Do It"*
United Methodist Association National Conference, St. Petersburg, Fla.

MODERATOR– *Central Fidelity Speakers Series*
Three year speaker event featuring Katie Couric, Toni Morrison, Sherry Lansing, Margaret Thatcher, Christopher Reeve, Barbara Walters, Pat Riley, Gregory Peck, Lauren Bacall, Richard Dreyfuss, Carol Burnett and Candice Bergen.

DEVELOPER AND LEAD FACULTY– *Executive Leadership Institute Virginia Bankers Association, Richmond, VA*

SPEAKER– *Mastering Crisis Communications, Venture Forum, Richmond, VA*