

**For Immediate Release
November 14, 2001**

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**Nick Horney Forms *Agility Consulting & Training* to Help Companies
Develop the Ability to Succeed in Complex and Turbulent Times**

Greensboro, NC — Local management consultant Nick Horney has launched *Agility Consulting & Training* to help organizations respond to and manage complex, and often unexpected, situations. Based on the concept of developing agility, the company provides tools, consulting and training to individuals, teams and organizations.

Agility can be defined as the “focused nimbleness” that allows a company to effectively deal with unforeseen circumstances. Agility occurs when there is effective alignment of a number of factors, such as individual mental flexibility, processes that can be rapidly modified, and technology that enables quick action. Horney – whose background includes consulting, training and coaching in the areas of change management, leadership development, and quality and productivity – has seen agility as a common factor in successful, well-managed organizations.

“We hear a lot about organizations needing to be flexible, nimble and resilient in order to adapt to change and take advantage of new opportunities,” says Horney. “But we spend little time actually developing this capability and capacity at the organizational, team or individual level.”

Developing agility, according to Horney, requires a blend of people, processes and technologies to allow an organization to challenge assumptions, understand the environment and remain limber. The result is the ability to take effective action and gain competitive advantage.

Prior to forming *Agility Consulting & Training*, Horney was vice president of client and constituency relations for the Center for Creative Leadership in Greensboro, NC. There, he had

the global responsibility for alliances and partnerships, business development, marketing and the client contact center. Previously, Horney was vice president of change management consulting services at ODR, Inc. in Atlanta, GA. His experience also includes ten years of change management consulting with Coopers and Lybrand Consulting and Nicholas F. Horney & Associates, as well as human resources development positions in divisions of Nestle and Pepsi and in the utility industry. Horney also retired as a Captain from the US Naval Reserves after 23 years in navy diving.

Horney is the author of a number of articles and publications, most recently *Project Change Management* (McGraw-Hill, 1999). He served for two years on the Board of Examiners for the Malcolm Baldrige National Quality Award and was a judge for the *USA Today* Quality Cup Award for ten years. He received his Ph.D. in Industrial/Organizational Psychology from the University of South Florida.

Agility Consulting & Training, Inc. provides tools, consulting and training to individuals, teams and organizations to help them effectively respond and manage in the context of a continuously changing environment. For more information, call 336.286.7250.

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