

**Nancy J Geenen, Esq.**  
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510.703.3497

## **EXPERTISE**

Accomplished entrepreneur, reformed trial attorney, and strategic facilitator. Adviser on matters of company culture, retention, career development, and leadership. Engaging teacher and coach, writing and speaking on topics related to diversity, leadership, team building, persuasive presentation, and the impact of employing individuals with disabilities. Significant experience in communication skills to develop presentations that are both memorable and persuasive. Swinging a golf club or casting a fly rod.

## **EXPERIENCE**

### **Chief Executive Office, Flexability LLC, June 2019 - present**

Lead social impact firm focused on employment, inclusion, and equity at work. Championing people as a priority results in better productivity and drives financial growth. Member of the B Corp Community. Professional EOS Implementer.

### **Silicon Valley Chapter Chair, Women Presidents' Organization, November 2013 – present**

Moderate peer advisory group of accomplished women entrepreneurs based on the four Cs of the WPO: Collaboration, Confidentiality, Commitment, and Connections in round table format. Address leadership, organizational development, finance, human resources, sales and marketing, and compliance.

### **Managing Partner, Compasslys Group, LLP, 2011 – present**

Legal Strategy and Crisis Management. Advise on business strategy and legal issues necessary for growth, offering a rare combination of talent, wisdom and high-level experience in designing decisive communication for high-stakes legal challenges globally on matters involving intellectual property, financial services, employment, and complex business deals.

### **Chief Executive Officer (Interim), Galt Foundation, January 2017 – April 2019**

Led \$30 million self-sustaining non-profit enterprise, focused on the employment of individuals with disabilities. Operated in Oklahoma, Oregon and Pennsylvania. Responsible for strategic planning, financial performance, and coordination of board of directors.

### **Managing Partner, Suann Ingle Associates, LLC, February 2011 – June 2016**

Managed trial consulting teams that integrate the principles of graphic design, jury research and analysis, purposeful communication techniques, and interactive presentation technology to achieve consistent, effective, and compelling presentations. Train litigation attorneys on trial preparation, mock exercises, and presentation strategies. Work closely with lead trial counsel and end clients in the 100 days before trial, regarding risks and opportunities as strategy decisions have greater impact on results.

**Partner, Foley & Lardner LLP**, January 2000 – January 2011

Office Managing Partner, Northern California Offices (SF, Silicon Valley and Sacramento), 2001 – 2009. Successfully restructured Northern California offices to profitability in six months and Best Places to Work. Co-Chair, National Training for Litigation Department 2000 – 2002. Designed and developed national litigation training program for integrated practice-based learning among associate classes. Co-Chair, National LGBT Affinity Group. Member Pro Bono and Contingency Fee Committees. AV Rated Trial Attorney, Financial Services, Commercial Litigation, and Intellectual Property.

**Senior Legal Officer, United Nations Compensation Commission**, January 1998 – December 1999

Designed dispute resolution process using resources from international arbitration, civil law and common law rules and procedures. Led international legal team of 12 professionals in Geneva, Switzerland, who resolved \$10 billion in construction and engineering claims filed by 400 businesses from 45 countries, arising from Iraq's unlawful invasion of Kuwait. Lead prosecutor for each of two monthly arbitration panels, producing reports for approval by the UNCC Governing Counsel, including the seminal report for claims relating to Bekhme Dam.

**Partner, Murphy Weir & Butler**, September 1988 – January 1998

Trial Attorney, specializing in commercial credit relationships predominately for lending institutions.

**High School Teacher and Tennis Coach, Moreau High School**, August 1982 – June 1985

Freshman Writing, Junior American Literature, Senior Seminars in Shakespeare and Science Fiction. Head Coach Girls and Boys Tennis Teams.

## **CERTIFICATES and LICENSES**

**Bar Admissions** State of California, Northern District of California, Ninth Circuit Court of Appeals 1988

United States Supreme Court 2002, District of Columbia, 2012

**Lifetime Single Subject Teaching Credential English and Physical Education**, June 1982

**NFHS Accredited Coach, Softball**, 2016 - 2018

**ACE Certified Coach, Softball**, 2010 - 2017

## **EDUCATION**

**Harvard Business School**, OPM 50, 2017

**Edward Lowe Foundation for Entrepreneurs**, Advanced Facilitator Training Certificate 2014

**Santa Clara University School of Law** JD 1988

Finalist Moot Court Competition 1985

American Jurisprudence Awards: Civil Procedure and Employment Law

**Stanford University** MA Education 1982, BA English 1981

Women's Varsity Field Hockey (1978 – 1981)

Women's Varsity Basketball (1978 – 79)

Women's Varsity Soccer (1977 – 79)

## HONORS and AWARDS

**Bay Area Most Influential Women in Business**, 2002 – 2010, Hall of Fame 2010

**Corporate Counsel Super Lawyer**, IP Litigation 2009

**Northern California Super Lawyer**, Business and IP Litigation 2002 – 2010

## BOARD EXPERIENCE

- **Vice Chair and General Counsel, Chair of Governance Committee, Galt Foundation**, 2009 – 2019
- **Vice Chair, Chair Governance Committee, JCC Maccabi Sports Camp**, 2014 – 2018
- **Board Member, Women Presidents' Organization**, 2007 – 2010
- **Executive Board Member, San Francisco Chamber of Commerce**, 2003 – 2009
- **Board of Trustees, Julia Morgan School for Girls**, 2001 – 2003

## COACHING EXPERIENCE

- **Head Coach, Quakes, Gold Team Travel Softball**, 2015 – 2017
- **Assistant Coach, JV Softball, Mountain View High School**, 2013 – 2016
- **Coach, Bay Area Meteorites, Women's Wheelchair Basketball Team**, 1988 – 1990

## PUBLICATIONS and PRESENTATIONS

- Corporate Diversity Efforts Often Leave Out An Important Group, Fortune.com, August 2019
- The Power of Person First Language in the Workplace, Entrepreneur.com, July 2019
- 17 Business Owners Share How They Show Employee Appreciation, American Express, March 2019
- Is Your Process Disability Friendly, HRCI, January 2019
- Companies That Discard Old Thinking About Disability, Entrepreneur.com, January 2019
- Employing Individuals with Disabilities May Solve Your Talent Crisis, Entrepreneur, November 2018
- Marketing Your Business to Accelerate Your Growth, WBENC Annual Conference, June 2016
- Memorable and Persuasive: Using Demonstratives at Trial, PLI, One-Hour Web Briefing, September 2015
- Going to Trial: Practical Tips and Strategy, ABA Center for Professional Development, September 2015
- Getting the Most from the Mock Trial, ABA, Section of Litigation, Women Advocate, August 2015
- Preparing for Trial Like a Rookie, BNA Corporate Law and Accountability, August 2015
- Working in Harmony as a Trial Team, The Recorder, June 2015
- Persuasive Experts at Trial: Three Times a Charm, Law 360, May 2015
- Professional Development for Litigators, Law Practice Today, April 2015
- Trial Strategies and Themes for Winning IP Cases in the United States, The Osaka Institute, 2014
- The Art of Rehearsing for the Courtroom, The Jury Expert, Vol. 24, Issue No. 2, 2012
- Ten Daily Habits of a Leader, Women Who Mean Business, chapter 7, 2012
- Eureka! Moments on the Path to Successful Visual Presentations in the Courtroom, Jury Expert 2011
- Tips and Time Savers, Trial Preparation: 100 Days and Counting, The Corporate Counselor, 2010
- Foundations for Developing and Implementing Strategic Plans, UC Hastings College of Law, Leadership Academy for Women, 2010
- Women Leading Law Firms, Law Practice and Management, Bar Association of San Francisco, 2010
- Managing Partner Q&A, Law Practice Magazine, 2008
- Taking Risks, Making Decisions, & Other Challenges of Women Law Firm Leaders, UC Hastings College of Law, Leadership Academy for Women, 2008
- Malpractice Minefields, ABA Journal, 2008

- Effective Mentoring of Women Attorneys, Retaining & Developing Women Lawyers, ACI, 2007
- Club v. Business, Managing the Evolving Law Firm, ALA National Conference, 2005
- Beating the Odds: Success Strategies for Creating Gender Equity in the Legal Profession, State Bar Association of California, 2004
- Developing Law Firm Leaders, Edge International, 2003
- Courtroom Psychology and Trial Advocacy, Opening Statements, ed. Richard Waites 2003