



References

Ron Nice

"Thanks to Ron our organization has been fundamentally transformed from an average institution to a high-octane, high-efficiency "organism." Ron challenged us at our core and injected a sense of confidence and energy that remains with us today. Because of Ron our shareholders are better rewarded and our employees and volunteers are more satisfied."

Patrick Ahern, President / CEO

Red Rocks Credit Union

"Ron Nice is the best facilitator I know who can bring out difficult subjects at a Board Planning Seminar or Teambuilding Exercise, and not alienate anyone. Ron delivers an excellent product that can be implemented to move any credit union forward."

Frank Berrish, President / CEO

Visions Federal Credit Union

"Ron delivers to the Board and Management levels of creativity, directness, deep knowledge and compassion that have moved us as an organization to re-think and re-energize our business for future success. I believe Ron and his team are the best, and we would not be working as strategically or as successfully without them!"

Mike Mastro, President / CEO

Los Angeles Firemen's Credit Union

"Ron Nice has helped our credit union build a fully integrated planning process that includes our board and management team. In using Ron we get two-fold results, where strategic planning and team building are always outcomes."

Bill Connors, President / CEO (Retired)

Purdue Employees Federal Credit Union

"Ron is always so adept at facilitating our group. I have just come to expect it. I will certainly give glowing reports to references that come my way."

Wayne Tew, President / CEO

Clark County Credit Union

"Ron is very good. We've worked with him for more than a decade... we have high expectations and they are always met. We appreciate Ron's facilitation and also the prompt and timely support from the entire Nice Enterprises, Inc. team."

Andy Jaeger, President / CEO

Credit Union of New Jersey



“Over the past twenty years as a CEO I have had the opportunity to work with many different consultants for our credit union’s annual planning conferences. Ron Nice has repeatedly been engaged by our credit union due to the exceptional value he brings to our planning sessions. Ron’s ability to engage all participants has allowed even the most difficult decisions to be made.”

Dianne Addington, President / CEO
Genisys Credit Union

“Ron’s enthusiasm is second to none. He keeps the energy high, the program moving, and builds impressive consensus through lots of guided interaction among the participants. He has a knack for knowing when to encourage people to speak and when to refocus the group toward a conclusion.”

Lynn Bowers, President / CEO
E1 Financial Credit Union

“Ron does what he says he will... he brings the participants together on a plan, keeps the group focused on the subject at hand and delivers in an unbiased manner.”

John Dolan-Heitlinger, Consultant and Former President / CEO
Keys Federal Credit Union

“Ron has impressive depth of experience and broad range of innovative ideas that he brings to the table. His level of presentation is dynamic. His facilitation is excellent. It was the best planning session we’ve had in years. We’re motivated!”

Chris Hyer, President / CEO
Idaho Central Credit Union

“Ron exceeded my expectations in helping overcome our roadblocks. He provided priceless guidance through our strategic planning, business planning and Board governance policy development. All participants had their eyes opened and Ron kept us in control as we discussed key issues that could have become very emotional and out of control.”

Bob Ramirez, President / CEO
Vantage West Credit Union

“Ron and Rich delivered an excellent operational assessment for our organization. They have a creative way of uncovering the key issues that the organization must address, then communicating the needed actions in a manner that’s both straightforward and achievable. They highlighted an impressive number of operational changes that we’re implementing with great results.”

Mike Delmonico, President / CEO
Santa Clara County Federal Credit Union



“Nice Enterprises - A class Act!”

Gerri Sexsion, President / CEO
JAX Federal Credit Union

Rich Scholes

"Through a combination of expert strategy facilitation, Board governance development, and industry best practice consultation, Rich at Nice helped us overcome the areas in which we needed to move forward and build a strong plan that addresses the future needs of our membership."

Tim F. Haegelin, President / CEO
Generations Federal Credit Union

"Rich has been a catalyst in identifying and crystallizing our vision and strategic objectives. He has driven our pursuit of Board and leadership excellence. We have entrusted Nice with creating plans and approaches that work for Rogue Federal's unique culture and dynamic market area."

Gene Pelham, President / CEO
Rogue Federal Credit Union

"For several years we've looked to Nice Enterprises for guidance amid the storms of the marketplace. Rich took challenging issues and delicate people interactions and helped us talk about them openly and candidly – leading to a clear plan that is owned by the Board and management team."

Ann Brittin President / CEO
Cornerstone Community Federal Credit Union

"Rich strengthened our strategic thinking, bettered our business planning, and improved our people development. He is great with our team – how he reads people, understands the business, and challenges us with the hard facts."

Paula Stopera, President / CEO
Capital Communications Federal Credit Union

"Rich Scholes delivers excellent facilitation and packs the agenda with highly relevant material. In our strategic planning and Board governance policy development, he challenged the status quo, built strong involvement from all participants and got the group to new ground. The key issues were identified early on and acted upon. Concrete results emerged."

Chris Jillson, President / CEO
Sandia Laboratory Federal Credit Union



“Rich is an enthusiastic speaker. He took us to the next level in our strategic planning and consultative sales and service implementation. He created and facilitated great participation from each person. I’m impressed we covered the multitude of ideas and goals in a condensed amount of time without overwhelming the group.”

Gene Szymczak, President / CEO

Educators Credit Union

“It was much more than just a strategic planning session – it proved to be an investment in our organization’s future and of the management team. Rich is a very knowledgeable and entertaining speaker. He’s very good at answering all questions that are presented to him. He keeps a large group focused. The direction he provides on leadership development is great, and his style of facilitation builds strong participation, consensus and clear results.”

Christine Wiley, President / CEO

Rocky Mountain Law Enforcement FCU

“Rich is a great facilitator. He brought together disparate personalities and ideologies and enabled the dynamics of the team to come together in a productive manner. We accomplished a lot.”

Chris Fitzgerald, President / CEO

Rio Grande Credit Union

"Rich has three key strengths that make him an excellent planning consultant: he's a "systems thinker/strategist" who grasps and conveys the big picture, an "expert facilitator" who guides the group through rigorous, productive planning, and a "clear writer" who insightfully records what the group wants to say. I strongly recommend him."

Chuck Cockburn, President / CEO

Watermark Credit Union