



ND MORRIS | BOARD & ADVISORY PROFILE

Nicole “Nik” Morris

Independent Director & Board Advisor

President, Ronimo Operating Group

CEO Coach | Vistage Chair | AI Growth Strategist | Fractional Vanguard Advisor

POSITIONING

Independent director and advisor to founder-led and PE-backed companies navigating scale. Nik brings 30+ years in operations, business transformation, and CEO coaching to the boardroom, helping leadership teams build companies that run beyond their founders: scaling operations, reducing operational risk, preparing for CEO succession, and adopting AI with discipline.

BOARD EXPERTISE

Scaling & operating model design · Operational risk & key-person dependency · CEO succession & leadership bench · AI adoption & technology-enabled operations · Business transformation · CEO coaching & peer advisory

LEADERSHIP SUMMARY

President, Ronimo Operating Group — Leads the firm behind Ronimo OS, which takes the founder out of the middle of the business through assessment, technology, AI-enabled staff, and a fractional COO. Serves founder-led companies with \$1–50M revenue, 1–50 employees, and no COO.

Vistage Chair — Leads CEO peer advisory groups, giving chief executives a confidential forum for hard decisions, accountability, and growth.

30+ Years in Operations & Transformation — Career spanning operations leadership, business transformation, and CEO coaching.

VALUE TO A BOARD

- An operator's lens on whether the company can scale beyond its founder
- Early identification of key-person and operational risk
- Practical guidance on CEO succession and building the leadership bench
- Pragmatic, governance-minded oversight of AI adoption
- A seasoned coach's read on CEO performance and board–CEO dynamics

AREAS OF INTEREST

- Founder-led companies, \$1–50M revenue
- PE portfolio companies, especially founder-to-professional-management transitions
- Roles: independent director, advisory board member, board advisor

BOARD & ADVISORY EXPERIENCE

- Board member, Big Brothers Big Sisters, 2023–2025

EDUCATION & CREDENTIALS

- MBA, Henderson University

CONTACT

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Clarity Changes Altitude. And Altitude Changes Outcomes.