



Nicole “Nik” Morris

Speaker on Founder Dependency

President, Ronimo Operating Group

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

ABOUT NIK

Nicole “Nik” Morris helps founders stop being the bottleneck in the companies they built. With more than 30 years in operations, business transformation, and CEO coaching, her work centers on one truth: a company can only grow as far as its leader’s capacity allows. As a Vistage Chair, Nik leads CEO peer advisory groups. As President of Ronimo Operating Group, she created Ronimo OS, which takes the founder out of the middle of the business through assessment, technology, AI-enabled staff, and a fractional COO. On stage, she gives leaders the clarity to rise above the day-to-day and lead from altitude.

50-WORD INTRODUCTION

Nicole “Nik” Morris is a CEO coach, Vistage Chair, and President of Ronimo Operating Group, with more than 30 years in operations, business transformation, and CEO coaching. She helps founders get out of the middle of their businesses so their companies can grow beyond them. Please welcome Nik Morris.

SIGNATURE TALKS

01 Your Capacity Is the Company’s Ceiling

Founder-led companies often stall not for lack of opportunity, but at the limit of what the founder can personally carry.

- Recognize the signs of founder dependency and what it costs the business
- Separate the work only the founder should own from what must be handed off
- Start building the structure that lets the company grow beyond its founder

02 Clarity Changes Altitude

Leaders buried in the day-to-day lose the view they need to lead. Clarity is how they climb back out.

- Why clarity of role, priorities, and decision rights comes before strategy
- A practical path from working in the business to leading it
- How altitude changes outcomes for the team, the culture, and the bottom line

03 A Lifecycle, Not a Project

Transformation, including AI adoption, isn’t a one-time initiative. It’s an ongoing operating discipline.

- Why one-and-done initiatives fade, and how to make change stick
- How to bring technology and AI-enabled staff into a continuous operating rhythm
- A lifecycle view: assess, implement, and keep leading

FORMATS

Keynote · Workshop · Podcast guest · Panel

AUDIENCES

CEOs & founders · Business owner groups · Associations · Business schools · Corporate leadership & L&D

BOOKING

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Clarity Changes Altitude. And Altitude Changes Outcomes.