



Tish Norman is the Executive Director of Transforming Leaders Now, Inc., an educational consulting company specializing in college & career readiness, women's empowerment, and the African American experience. With almost 20 years as a professional speaker and having spoken at over 300 college campuses, Tish's unparalleled energy, delivery style, and stirring keynotes have become favorites among universities, associations and leadership conferences from coast to coast.

Tish is a contributing author of several articles and three books, *From Mediocre to Magnificent*, *Leading the Way*, and the newly released, *BLACKOUT: Real Issues and Real Solutions to Real Challenges Facing Black Student Affairs Professionals*. A graduate of Kentucky State University, Tish has a Master's in Education from Pepperdine University and is a doctoral pursuant in Pan-African Studies, where her research focuses on memory and the Black sorority. Having spoken in 45 states and 14 countries and despite her rigorous academic obligations, Tish still maintains an active speaking schedule, keynoting at dozens of campuses and leadership conferences every year.

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