



## Turn Your Craft Into Cash – May 17, 2018 Presenter Bios and Testimonials



**Nichole Hanscom** helps business owners build systems that save their sanity and their bottom line. Radical Administration was founded with the goal helping businesses be more profitable by implementing profitable administrative and workflow systems.

Before becoming a lawyer, business advisor, and systems builder, Nichole was a legal administrator at the largest criminal defense firm in Tampa (and the 4th largest in Florida). She wrote employee handbooks and standard operating procedures; designed websites and annual reports; tested new technology; trained staff; designed and deployed time-keeping systems and case management systems; and produced the metrics that helped supervisors understand how to balance people and processes.

Nichole has extensive experience in the public and private sectors, helping to build *and run* workflow and administrative systems for law firms, non-profits, government agencies, and local small businesses. Nichole has also been instrumental in establishing for profit and not-for-profit corporations and limited liability companies locally and statewide, both as an advisor and as an attorney.

With Radical Administration, Nichole works with entrepreneurs to help them form their businesses, turn their *ideas* into *assets*, and take the necessary steps to protect those assets. Nichole is also a marketing

and systems advisor for How to Manage a Small Law Firm, a company dedicated to solo and small law firm owners.

Nichole is one of the rare breed of Tampa residents, who was born and raised in Tampa. Nichole graduated from the University of South Florida and got her Juris Doctorate from Stetson University College of Law. Nichole currently lives in Tampa, with her husband, teenager, and 2 bulldogs where she celebrates a love of wine, art, and rock & roll.

#### **Hear What Others are Saying About Nichole:**

"We went to Nichole when we needed help with contracts and protecting our ideas and assets for our growing business with our local Ybor City and Seminole Heights wine bars. She took the time to get to know our needs, do her research, and recommend solutions tailored to our specific situation. We love working with her as part of the team." **Jayme Kosar, Ybor City Wine Bar, Seminole Heights Wine Bar and Wine Bar Franchise Group LLC.**

"Nichole was able to work with our management team and give sound business and operations advice for strategic planning. She took the time to learn our vision for the future, and worked with the team to develop plans to bring our vision to life." **Julianne Holt, Public Defender, 13th Judicial Circuit**

"Nichole was an important part of the team when Safe & Sound Hillsborough needed help with policy and governance. She helped the team define our strategy, understand our legal and administrative challenges, and develop sound policies, procedures, and bylaws." **Freddy Barton, Executive Director of Safe & Sound Hillsborough (a violence prevention collaborative)**

Learn More About Nichole: [RadicalAdministration.com](http://RadicalAdministration.com)



**Tampa native, Renee Warmack**, MPA, is a producer, speaker and coach who helps others claim their power and do what they love. Her first documentary film, Ten at the Top in Tampa Bay premiered on PBS, although Renee had no filmmaking training. She produced a second movie that also aired on tv and is currently producing her third documentary.

Renee holds a Bachelor's degree in English and a Master's degree in Public Administration from the University of South Florida, where she competed on the women's tennis team as a scholarship athlete. After a 20-year career in government programs and public relations, Warmack now works full-time in

her company, Renee Warmack Productions, LLC producing inspirational movies/videos and events; giving motivational talks; and coaching others.

#### **Hear What Others Are Saying About Renee:**

“Renee Warmack stands out as a shining example of all that is good about Tampa Bay. She is focused on improving the status of our community as a whole and women in specific through education, enlightenment and networking events. I have viewed her documentary film – Ten at the Top in Tampa Bay, been a panel participant and attended her events as an observer. What stands out the most is her commitment to improving and promoting women in leadership, as well as exposing and encouraging young women to take positions of leadership. I am proud to support Renee as she forges ahead in these important endeavors...” ~**Jane Castor, Former Police Chief, City of Tampa, Florida**

“I have had the pleasure of working with Renee for the past 18 years. She has provided me with her keen insight and unique perspective on both opportunities and issues that have enabled me to make solid and confident decisions. When Renee develops concepts and projects for her clients she is very meticulous, thoughtful and combined with her strong ethics, always produces a quality product with the best possible outcome for all stakeholders. I have greatly benefited from her talents and advice over the years.” ~**JL Bieron, CFRE, Foundation Director**

“Renee has been my go to, sound off person for the last few years. As I was contemplating a career change I needed someone to talk through the craziness of pursuing a dream. Renee has provided support and advice on several resumes and personal references. Passion is a hard profession to follow, but with Renee’s professional advice anything is possible.” ~**Tina Russo, Wellness Director, YMCA**

“Renee Warmack has guided and motivated me more times than I can even count, especially when it comes to pursuits that might have been defined as “outside of my comfort zone”... When she’s on your side, she’s as deeply involved in achieving your goals as you are. She’s not just in your corner, she’s fighting directly at your side.” ~**Clark Brooks, Comedian/Writer**

Learn More About Renee: [ReneeWarmackProductions.com](http://ReneeWarmackProductions.com)