



MEET OUR EXPERTS

Nicole A Johnson, PhD

PRAISE

“Nicole Johnson is an exceptionally professional consultant. Her knowledge and experience in leadership and adult education, along with effective communication skills, were invaluable in helping the organization develop a strategic plan to design and implement a comprehensive leadership development program.”

— U.S. Postal Inspection Service

“During my career I’ve come across many leaders, those possessing concrete leadership attributes are rare, and Dr. Nicole Johnson is such a leader. She embodies core values of Integrity, Authenticity, and Compassion. A superb Mentor and Coach.”

—US Department of Veteran Affairs

Nicole Johnson, PhD, is a Consulting Partner for The Ken Blanchard Companies®. Her consultative and delivery styles focus on meeting the needs of her clients through a very considered and thoughtful emphasis on adult learning and real-world application. She has provided training and facilitation throughout her career. Since joining Blanchard®, Nicole’s focus has been on helping individual contributors and leaders at all levels use the SLII® framework to enhance their performance and establish high-quality relationships. Her passion for supporting and mentoring individuals who wish to increase their influence and positive impact in the workplace helps her consistently demonstrate high-impact success in working with frontline, mid-level, executive, and senior-level executives and managers.

Her professional experience includes more than 25 years of leadership as a manager and Senior Executive Service (SES) member of the federal government, leading both operational and human resources organizations. She served as an SES human capital chief or equivalent while leading organizations through restructuring, downsizing, and transformational culture shifts; coaching and mentoring senior-level executives; and developing and implementing programs in talent acquisition and retention, succession planning, workforce development, performance management, and leadership and employee development.

She earned her undergraduate degree from The American University and her PhD in Human Development (Adult Learning and Human Resource Development) from Virginia Tech University. Her research involved leadership credibility, organizational justice, and psychological contract constructs. Nicole is certified as an SPHR and SHRM-SCP® and in emotional intelligence by Multi Health Systems Inc.

Nicole currently serves as an Adjunct Associate Professor at the University of Southern California, Bovard College’s online Master of Human Resources program. She served from 2011 to 2017 as an adjunct professor teaching in the Master of Professional Studies, Human Resources program for Georgetown.

In her spare time, Nicole enjoys reading, gardening, and family time.