



Nicole Pappas

Nicole T. Pappas, Esq., is a Solutions Architect for The Ken Blanchard Companies®. She is an expert at partnering with clients to create leadership and organizational solutions, integrating cutting-edge research and best practices that are aligned with the organizational culture, and delivering measurable results to business challenges.

After a successful career as Global Vice President of Learning and Development for Goldman's Technology Division, Nicole started a consulting business that she ran for close to 20 years, through which she successfully increased employee engagement, customer satisfaction, and overall organizational effectiveness for Fortune 500 companies. She is highly sought after for her expertise in facilitating C-level strategy sessions, designing and delivering custom keynote addresses and workshops, and providing insights on diverse projects across the globe. Her areas of expertise include leadership, culture development, coaching, communication, managing change, and personal and organizational brand development, across all industries.

Nicole authored "The Role of Branding in the Talent Hunt," *Executive Talent Journal*, spring 2000, and "Comparable Worth: The Equal Employment Opportunity Issue of the Decade," *ILR Alumni Magazine*, 1987. She has lectured on leadership, change management, and personal branding at several universities, including University of Michigan, Georgetown, and Fordham. Prior to her work at Goldman, Nicole practiced law at PricewaterhouseCoopers and the internationally recognized law firm Paul, Weiss, Rifkind, Wharton & Garrison in New York City. She received her Bachelor of Science degree from Cornell University's School of Industrial and Labor Relations, received her Juris Doctorate from New York University School of Law, and was a recipient of the prestigious Harry S. Truman Fellowship in public policy. Nicole speaks English and conversational Greek, and practices the martial art of Jiu-Jitsu.

Testimonials

"Nicole has been invaluable to me and our Executive Leadership Team as we integrate two vastly different business cultures after an acquisition. She is an experienced leadership and organizational strategist who knows how to effectively facilitate the creation and integration of a powerful corporate vision, culture, and values in a way that is relevant and actionable across a global organization. Her unparalleled high energy, intellectual agility, and interpersonal positivity are contagious, allowing her to bring the best out in everyone."

—CEO, consumer products company

"I had the good fortune of working with Nicole and saw firsthand how she inspires people, organizations, and teams to be their best. Leveraging her legal, business, and HR background to focus on the key elements of talent management, leadership development, organizational alignment, and business process improvement, she can deal with the most complex issues. We were so comfortable with Nicole, we engaged her to provide Executive Coaching as a component of our leadership development for key employees. Her skill in this area paid dividends for the individuals and the organization."

—Former Senior Director, Global Human Resources,
multinational insurance corporation

"Nicole is an extraordinary leader in talent and learning development. I hired her to lead our SMB Sales team's learning function during a time rife with corporate change and challenges, and she jumped into the challenge, quickly assessing our needs, and began creating and delivering first-in-class learning. She has a unique ability to garner support and buy-in based not only on her subject matter expertise but even more so on her engaging and compelling interpersonal skills. Her transparency, candor, and energy are infectious, lifting up those around her. I can't recommend Nicole enough for any leadership position within the learning and development world."

—Vice President, Southeast Division,
business Internet and phone service provider

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