



## MEET OUR EXPERTS

# Nicole Pappas, Esq.

Nicole Pappas, Esq., is a Senior Consulting Partner for Blanchard®. She is an inspirational leader known for partnering with clients to create and facilitate innovative learning solutions integrated into organizational systems and cultures, achieving measurable business results.

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 nearly 20 years, through which she successfully increased employee engagement, customer satisfaction, and overall organizational effectiveness for Fortune 1000 companies. She is highly sought after for her expertise in designing and facilitating C-level strategy sessions, custom keynote addresses, and workshops across the globe. Nicole's areas of expertise include leadership, culture development, managing change, and personal 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 enjoys spending time with her son and twin daughters.

## Industries:

- Banking
- Beverages
- Computer Software
- Consumer Services
- Energy & Utilities
- Financial Services
- Nonprofit Institutions
- Pharmaceuticals Manufacturing
- Retail
- Telecommunications Services

"Nicole was invaluable to our C- Team post acquisition as we faced the challenges of integrating two distinct business cultures developing a unified strategy."

—CEO, Consumer Products

"Nicole is an extraordinary leader in talent development. Her subject matter expertise and compelling personality enable her to garner support for innovative leadership interventions."

—VP, Telecommunications

"Nicole adapts her delivery style to meet the needs of multicultural, multilingual, diverse, and neurodiverse participants. She's integral to creating an inclusive world."

—Director, Global Nonprofit Organization