



Senior Consultant

# Nicole Normand

Toronto, Ontario

Nicole partners in a passionate and engaging way to help individuals and organizations reach their full potential, promote engagement, productivity and achieve amazing results. She comes to FranklinCovey with over 25 years of large corporate enterprise business experience and 10 years of consulting in leadership, learning and talent development.

Today, her work is focused on helping clients develop greater self-awareness, enable their greatness and increase their effectiveness to create greater positive impact. Nicole leverages her extensive corporate experience, various tools along with proven strategies and principles necessary to drive results.

Nicole has been involved in start-ups, employee engagement, several change management initiatives including talent management and leadership development opportunities. As a facilitator and coach, Nicole strives to create a dynamic and engaging learning environment for others to stretch, learn, grow and develop into exceptional people and authentic leaders.

## Education & Certifications

- Business Management Degree – Saint Boniface College
- CCF – Certified Coach Practitioner
- ICF – Certified Coaching Practitioner
- Certified Leadership Circle Assessment – Manager Edition, Leadership Culture Survey
- Certified Hogan Assessment
- ACSTH – Leading Great Teams
- ABNLP – Neuro Linguistic Programming Coach

## What learners say about Nicole...

*"Nicole is incredible. She helps you dig deeper, even more than the new mindset and powerful insights. I have taken away from my experience, invaluable learnings I found myself sharing with my own circle of friends, coworkers, and family. Engaging with Nicole was an investment not only in my future but for myself as an individual."*

*"I have seen Nicole speak at four events so far. She has an uncanny ability to engage the audience and tells stories that they can relate to. But more importantly, she uses examples that allow event attendees to interact with her and each other, creating memorable experiences and learning insights. She's also an excellent presenter and facilitator."*

## Highlights

10 years consulting in Canada and US in leadership & talent development, employee engagement & culture change

Executive Coach, Leadership Circle Profile Certified and Certified Hogan Assessment

25+ years of corporate experience, impacting productivity, profitability, and engagement

Leadership development facilitator and personal brand enthusiast

Oldest of eight and proud mother of a healthy and beautiful daughter