

## LeadersCove LLC

*Revitalizing Leadership – Optimizing Talent for Results and Organizational Health*

### **Julia Hill-Nichols**

Julia Hill-Nichols has over 35 years experience in human resources and operations. She has held numerous executive roles as the chief human resource officer from a metropolitan non-profit, NASDAQ start-up, mid-size national companies and a Fortune 500 corporation. These positions have provided the opportunity to act as internal consultant to CEOs, Board of Directors and executive teams.



Julia has a wide background in executive selection for both staff and board positions in corporations and non-profit organizations. She is known for strategic alignment of compensation programs and working with management in the design and execution of organizational change and development.

In February 2010, Julia launched LeadersCove LLC, a management and human resource consulting firm dedicated to Revitalizing Leadership and Optimizing Organizational Health to achieve results.

Julia is particularly passionate about enhancing the potential of staff to build truly amazing, dynamic healthy organizations through individual and collective contributions. She has experience in working with companies in the United States as well as Great Britain and Ireland.

A certified Senior Professional in Human Resources and certified practitioner of the Myers-Briggs Type Indicator, Julia is a member of Association for Psychological Type International, HR People and Strategy and Society for Human Resources Management. An Affiliate with Denison Consulting, Julia is trained in providing the Denison Culture Survey. She is also an Approved Provider of the OPTM360, a remarkable on-line 360 evaluation program, designed by Marc Efron. Julia sits on the Board of Trustees of the Jefferson County Public Library and Board of Directors of the Jefferson County Library Foundation and Colorado Companies to Watch.

# LeadersCove LLC

*Revitalizing Leadership – Optimizing Talent for Results and Organizational Health*

## Company Fact Sheet

<b>Company Name</b>	LeadersCove LLC
<b>Headquarters</b>	Littleton, Colorado
<b>Founded</b>	2010
<b>Founder</b>	Julia Hill-Nichols, SPHR
<b>Mission</b>	LeadersCove was established to bring sanity to the workplace for all stakeholders.
<b>Services</b>	The Five Dysfunctions of a Team Program for Management Teams The Five Dysfunctions of a Team Workshop for Supervisors Designing the Company Playbook Individualized Executive Coaching Myers-Briggs Type Indicator Assessments Managing Change Programs Managing Conflict Workshops TKI Conflict Assessments OPTM360 Evaluations Denison Culture Survey, Assessments and Response Plans Facilitating Effective Meetings Workshop
<b>Target Market</b>	Businesses with management teams of 5 or more and employment populations of 100 or more. <i>Sample of industries served include:</i> Software Development, Financial Services, Insurance Services, Health Care Services, Architectural and Design Services Start-Ups and Non-Profits
<b>URL</b>	<a href="http://www.leaderscove.com">www.leaderscove.com</a>

### Sample of Past Presentations to Professional Associations and Businesses

Organizational Health	Selecting Achievers
Leading and Managing Change	Multipliers
Five Dysfunctions of a Team	A Playbook for Your Company
Managing Effective Meetings	

## LeadersCove LLC

### *Revitalizing Leadership – Optimizing Talent for Results and Organizational Health*

#### **Presentations**

All presentations are designed for half hour and one hour programs. We are open to receiving requests for speaking on other topics.

##### ***Healthy Organizations***

[The Conference Board](#) recently released the results of their CEO Challenges 2013 survey. The subtitle, Countering the Global Slowdown, Optimizing Talent and Operational Performance to Create Competitive Advantage, underscores the imperative for healthy organizations. The top five challenges reported, by global ranking, are: 1. Human Capital 2. Operational Excellence 3. Innovation 4. Customer Relationships and 5. Global Political/Economic Risk.

This presentation addresses how leaders can better assess the health of their organization and next steps to truly optimize the talent within.

##### ***Smooth Sailing, or Choppy Seas – The Choice is Ours'***

The audience will gain deeper understanding and a set of tools on how to 'up' their hiring practices, especially for key supervisory positions. We will review three fundamentals in securing exceptional employees:

- 1. The Context – Painting the Picture**
- 2. The Objectives**
- 3. Create a Culture of Accountability**

##### ***Culture***

As the saying goes, 'culture eats strategy for breakfast'. The brightest and the best of our business leadership have found themselves and their strategic plans leveled by a culture unwilling or unable to support the vision.

This presentation will guide the audience on how to look at the multiple components of culture including a company's ability to adapt, consistency in processes and the alignment of what leadership says and what leadership does. We will explore the fundamental structure of culture through the Denison Culture Survey – an on-line, global instrument which provides powerful data for management. The framework of the survey itself will give participants instant value.

##### ***Critical Functions of a Team***

Okay, we'll own up to it. Julia is a Patrick Lencioni geek. She has read all of his books, several times, most are autographed, she has been fortunate to participate in a program led by Pat that was the foundation for the critically acclaimed Five Dysfunctions of a Team workshops. This presentation is designed to provide the audience with a glimpse of the Five Dysfunctions: Absence of Trust, Fear of Conflict, Lack of Commitment, Avoidance of Accountability and Inattention to Results. She is passionate on this topic and we think the audience will be as well.

##### ***Looking for immediate, fundamental commitment from your organization? Create a Rallying Cry. Learn about the power of Thematic Goals.***

The process of developing Thematic Goals was developed by Patrick Lencioni. It is an amazing way to help move your organization. A Thematic Goal pulls organizations together. It begins the process of breaking down silos and gathering together resources that give real weight to solutions. I never cease to be amazed at a Thematic Goal's capacity to move the 'fly wheel'. It provides focus, creates clarity and requires discipline. The process of creating a Thematic Goal gives life to strategies and business plans.

This is a great follow-up presentation to ***Critical Functions of a Team!***