



NICOLE HERCUS  
SENIOR CONSULTANT

Nicole is a professional in Learning and Development, Talent Management and Human Resources with over 15 years experience working across sectors. Nicole's engaging and insightful facilitation style supports groups and individuals to unlock their full potential and build the kind of resilience and grit necessary in today's fast paced and changing business landscape.

With a Bachelors Degree in Communications and a Masters in International Development, Nicole's core competence is in the areas of Behavioral, Attitudinal and Skill Interventions for Organisations. The unique strength she brings is her positivity, energy and the passion she brings to her delivery and interventions. Nicole's style of delivery is highly facilitative, looking to create an appreciative environment, while addressing challenges in a constructive and solution-oriented manner. Clients, nationally, come back to work with Nicole, which is a testament to her effective facilitation style.

Over the last 15 years of Consulting experience, Nicole has gained significant insight and experience in formulating audience centric learning frameworks and strategies as well as building communities of practice within organisations to leverage on the success brought about through strong, trusting and productive relationships. In the process, she has also gained unique perspectives on elements of the

strategic HR value chain from recruitment, through induction, technical & behavioral competence development, performance management, resource management to leadership development.

Her diverse business background spans various industry sectors, giving her an appreciation and insight into many of the issues faced by business leaders in today's fast-paced world.

**Previous clients include Professional Services:**

- Engineering Consulting, Banking & Financial Services; Accounting; Government; FMCG; Defense; Professional Sport; Mining and the Not-For-Profit sector.

Nicole is an accredited master instructor and facilitator of the Deep Democracy Method – a group facilitation and conflict transformation methodology based in process-oriented psychology. She is an accredited Executive Coach and experienced HR Generalist.

Nicole is an Executive Coach and Facilitator of Executive Central Women Leading Program.

