



Nikki Palmer-Quade

ACC, SPHR

Executive Coach &
Talent Development Consultant

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Education & Credentials

UW-Milwaukee -
Bachelor of Business
Administration (BBA)

Marquette University -
Masters of Science - Human
Resources (MSHR)

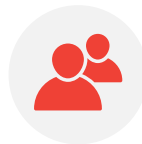
International Coach Federation -
Associate Certified Coach (ACC)

Lee Hecht Harrison Leadership
Coach Certification

ACE Coach Accelerator -
Enhanced Practitioner

Senior Professional in Human
Resources (SPHR)

Southeastern Wisconsin
Association for Talent
Development - President Elect



Client Profile

You aspire to, or have taken on, a new level of leadership - you may be a Manager, Director, Dean, Vice President, EVP, or COO. You want to expand your impact and accelerate results. Your schedule is slammed and you realize you need dedicated time for big-picture thinking. You need a smart, trusted thought partner who is in your corner. Someone who “gets” you and is a vault when it comes to confidentiality. You want someone to help dismantle drama, disrupt your routines, challenge your theories, and provide candid feedback. You want new leadership ideas, frameworks, and tools customized to your unique challenges. You could use someone inspiring future-oriented thinking while holding you true to your promises. And tackling this development with a good sense of humor couldn’t hurt, right?

If that sounds like you, then I am the right leadership coach to help you hit your goals. As a former business owner and executive of a 1,000+ employee firm, I appreciate the complexity of leadership. I’ve rotated through and led HR, Operations, Sales, Finance, and Admin functions. I witnessed how investing in people development provides bottom-line results for clients, employees, and shareholders. For the past 12 years, I have been focused on leadership development in both corporate and higher ed settings.

My executive coaching clients have made significant progress toward their leadership goals. For some, success involved securing a promotion, gaining the trust of senior executives or a board of directors, developing a new level of composure, managing up effectively, inspiring team commitment, operating at a higher altitude while delegating and developing others, or growing a new division.

I’m glad you’re at this point – let’s talk about what you want to achieve.



Common Client Focus Areas

THINKING STRATEGICALLY

Understanding & driving strategy
Leading change with a tough audience
Managing complexity
Building organizational savvy

PROFESSIONAL DEVELOPMENT

Building confidence
Managing perfectionism
Escaping burnout
Navigating a new role
Demonstrating poise under pressure
Evaluating career options

OPERATIONS & RESULTS

Planning and prioritizing
Strategic use of time, meetings, and email
Decision making
Delegating & trust
Setting boundaries

BUILDING RELATIONSHIPS

Giving valuable performance feedback
Inspiring others
Developing an awesome team
Dealing with conflict
Managing up
Dealing with *that* guy

Background & Experience

Nikki Palmer-Quade is a certified leadership coach with over 25 years of business experience. Her areas of expertise include leadership development, one-on-one coaching, workshop facilitation, strategic workforce plan development, and organizational talent frameworks. She started her HR career in manufacturing before spending 18 years in the building services contracting industry. There she gained broad business knowledge, and ultimately helped scale and sell the firm. She transitioned to boutique and global leadership development firms, and then to higher ed. Her expertise and passion for learning translates to targeted tools and development resources for her clients. She launched Palmer Quade Consulting in 2018 and has built a thriving business based on referrals.

Client Experiences

“Nikki always had the right question, resource or advice to help guide me to improve in an area we were working on. She pushed hard to keep me on track with goals established, while being fair and understanding. She quickly built trust, which helped me be open and honest throughout the coaching process, a critical component for success. I found tremendous value in working with Nikki and would recommend her to anyone in need of a professional coach.”

~ Director, Information and Organizational Security

“Nikki has been a tremendous asset to the development of our senior leaders and acclimating them to the culture of our organization. Her partnership with the coachee and their leader has been key to ensuring the right competencies are being worked on. We have observed a noticeable positive change in the leaders she engages with.”

~ CHRO