



Nicole L. Turner Consulting
COMPANY PROFILE

Transforming Organizations by Helping Them Create a People-Centered
Workplace Culture



www.nicolelturner.com | 🔍



EXECUTIVE SUMMARY

Nicole L. Turner Consulting is a Management Consulting firm focused on assessing the current organizational culture and climate and designing culture initiatives to transform organizational culture, ultimately resulting in an increase in employee engagement, retention, and productivity. We are passionate about helping organizations create workplaces where employees feel valued, supported, and motivated to do their best work.



WHY CULTURE MATTERS?

A strong, healthy organizational culture is not just a "nice-to-have" but a critical element for an organization's long-term success. It influences employee morale, performance, and innovation, and it also affects the bottom line. Organizational culture plays a fundamental role in the success and sustainability of any organization.





OUR VALUES



Trust

Our core purpose is to help our clients create trust-based organizations. We achieve this by building relationships based on honesty, transparency, and truth with our customers and partners.



Integrity

We maintain alignment among our beliefs, intentions, and actions. We commit to engagements that align with our core values and strengths and will make a positive impact in our client organizations.



Respect

We acknowledge and honor all opinions and positions. We ensure others feel valued and heard. We provide opportunities for everyone to express ideas and concerns.



Collaboration

We are in this together. No one person is more valuable than the sum of the parts. We stand "shoulder to shoulder" with our customers and partners to achieve all objectives.





OUR APPROACH

Our holistic, people-centered approach builds on organizational cultural strengths and makes people part of the solution.



© Nicole L. Turner Consulting

How It Works

Assess

A rigorous assessment process utilizes surveys, qualitative data collection methods, and facilitated processes with stakeholders to gain a deep and multifaceted understanding of the existing situation.



Design

A comprehensive plan is developed in order to build inclusion, momentum, and sustainability of the change effort.



Implement

A variety of interventions are designed to drive tangible action, ranging from the organization-wide to individually-specific. Incorporating an element of coaching helps to reinforce the behavior change that is required to sustain performance



Evaluate

Feedback loops and tracking mechanisms will help you ensure your actions are being taken and having the desired impact.





OUR IMPACT

● Improved employee engagement and morale

A people-centric culture prioritizes the well-being and satisfaction of employees, leading to higher levels of engagement and morale. Engaged employees are more productive, innovative, and committed to the organization's success, resulting in increased efficiency and better overall performance.

● Enhanced productivity and performance

When employees feel valued and supported, they are more likely to be motivated and perform at their best. A people-centric culture promotes collaboration, communication, and teamwork, creating an environment conducive to higher productivity and improved performance.

● Reduced turnover and increased retention

Organizations with a people-centric culture tend to experience lower employee turnover rates. When employees feel respected, appreciated, and supported, they are more likely to stay with the company for the long term. Reduced turnover leads to cost savings associated with recruitment, onboarding, and training new employees.

● Attraction of top talent

A strong people-centric culture can help attract high-quality candidates. Word-of-mouth reputation spreads, and organizations known for their positive work environment and employee-focused culture are more likely to attract top talent. This, in turn, can enhance the organization's ability to innovate and remain competitive.

● Increased innovation and creativity

When employees are encouraged to voice their ideas and opinions, and their contributions are valued, it fosters a culture of innovation. A people-centric culture promotes creativity, problem-solving, and continuous improvement, leading to innovative ideas and practices that can drive business growth and success.

● Positive customer experiences

Happy and engaged employees are more likely to provide exceptional customer service. A people-centric culture emphasizes the importance of understanding and meeting customer needs, resulting in improved customer satisfaction, loyalty, and retention.

● Reputation and brand enhancement

Organizations that prioritize their people and create a positive work culture often enjoy a strong reputation in the market. A reputation for being people-centric can enhance the organization's brand image, attracting customers, investors, and partners who align with the organization's values.



WHAT SETS NICOLE L. TURNER CONSULTING APART FROM THE COMPETITION?

- I meet my clients where they are. By meeting them where they are, I am demonstrating a commitment to understanding their specific needs, challenges, and goals.
- I customize solutions instead of offering a generic or one-size fits all solution. I prioritize tailoring my approach to meet the specific needs of each client.
- I give my clients "Southern Hospitality". I'm originally from Mississippi. Southern Hospitality is often associated with warmth, kindness, and a genuine concern for others' well-being. By incorporating this element in my approach, I aim to create a welcoming and inclusive workplace environment where individuals feel valued and supported.



“

Nicole L. Turner Consulting provides a range of services aimed at fostering a positive impact on your workforce and organizational culture. Collaborating with us enables you to elevate your organization's culture, creating an environment that fosters growth and success. If you're ready to transform your workplace culture, schedule a consultation or send us an email at info@nicoleturner.com

”



WHO ARE WE?

Nicole L. Turner Consulting is a boutique management consulting firm that transforms organizations by creating people-centered organizations. We help our clients achieve exceptional performance by driving alignment between culture, leadership, and strategy.



OUR SERVICES

Culture Assessment



Assessment

A deep dive into your organization's culture with the goal of gaining a comprehensive understanding of the values, beliefs, behaviors, and norms that shape the way the organization operates.



Culture Transition

Use a collaborative approach to define your organization's ideal culture to help you move from your current culture to your desired culture.



Culture Design

The delivery of a comprehensive set of recommendations to guide your organization in attaining its desired culture.



Culture Transformation

Engage change management to implement the necessary changes for your organization to reach its desired culture.



Culture Evaluation

Retainer services that encompass an annual evaluation of the progress in implementing the roadmap, monitoring the sustainability of the new culture, and identifying any potential cracks in the client's organizational culture.





Facilitation Services



Facilitated Discussions

We orchestrate dynamic conversations that ignite creativity, foster collaboration, and drive meaningful change.



Strategic Planning

We craft strategic planning sessions that empower your team to envision, strategize, and execute with precision.



Ideation Sessions

Our ideation sessions spark creativity, challenge assumptions, and pave the way for breakthrough solutions.

Training and Development (in-person or virtual)

We provide leadership development training to enhance the skills, knowledge, and abilities of individuals in leadership positions, those aspiring to leadership roles, and high potential individual contributors. We offer half-day, full-day, and multi-day sessions. Our Courses are interactive with a mix of discussion, scenarios, or case studies. In addition to our standard courses, we also work with your organization to create customized courses specific to your organization.



Professional Speaker, Moderator, and Emcee

A frequent public speaker, Nicole L. Turner has provided featured keynote addresses, participated in panel discussions, and served as a moderator and emcee for a variety of corporate, government, higher education, nonprofit associations, and women empowerment events. Nicole speaks on a range of topics from workplace to self-help to motivational.





Virtual and In-Person Coaching and Advisory Services

Nicole L. Turner Consulting provides coaching and advisory services in the following areas:



List of some of the courses offered (we also develop customized courses for your organization)

**Retaining Your Employees:
Using Respect, Recognition, and Rewards for Positive Results**

Employee retention and engagement starts at the leadership level. Employees are leaving organizations at an alarming rate; therefore, it is crucial for organizations to understand the importance of keeping their employees and keeping them satisfied.

Leading to Create a People-Centered Workplace Culture

Creating a people-centered culture is essential for organizations to foster a positive and productive work environment. A people-centered culture focuses on the well-being, engagement, and growth of individuals within the organization.

**Building a Healthy Workplace Culture:
Recognizing and Addressing Workplace Toxicity**

This course will equip leaders with a comprehensive understanding of toxic workplace culture, empower them to contribute to positive change, and inspire them to advocate for healthier and more inclusive work environments.



Leading from the Heart: A Journey to Authentic Leadership

To Lead from the Heart means to lead with authenticity, empathy, and compassion, prioritizing the well-being and growth of individuals and fostering meaningful connections. Leading from the heart goes beyond simply focusing on tasks and objectives; it emphasizes the human aspect of leadership and recognizes that people are not just resources, but individuals with their own aspirations, strengths, and challenges.



Beyond Secrets: Leading with Trust and Transparency

To lead with trust and transparency means to prioritize and practice open, honest, and authentic communication while fostering an environment of trust within a leadership role. Leading with trust and transparency creates an environment where team members feel valued, engaged, and motivated. It promotes a culture of psychological safety, enabling individuals to bring their best selves to work and contribute to the organization's success.



Developing Emotional Intelligence for Effective Leadership

This course is designed to enhance leadership capabilities by focusing on emotional intelligence. Participants will develop the skills required to understand and manage emotions, build strong relationships, and lead with empathy and self-awareness.



Leadership Begins with Leading Self

To be able to lead others, leaders must be able to lead themselves first. Leading yourself means that you take a deep look at who you are, where you have strengths, and where your areas of opportunity could be getting in your way. The first step to becoming a great leader is self-knowledge.



Transitioning from Technical Professional to Manager

This course is designed to equip an employee with the knowledge and skills necessary to successfully transition into a managerial role by covering topics such as fundamentals of effective management, leadership, and communication.



Toxic Work Environment and Its Impact on Employees' Mental Health

A third of employees leave their job because of a toxic work environment. It is the top reason why employees quit their job. A toxic work environment can impact an employees' mental health in many ways. This course will provide examples of a toxic work environment, discuss how a toxic work environment impacts an employee's mental health, and provides tips to create an environment that puts employee well-being first.



Leading Change: Build Support and Reduce Resistance to Organizational Change

Workplaces have changed a lot over the last few years. Organizations must be prepared to embrace the change, and keep employees motivated during and after the change. Successful change initiatives depend upon managers and supervisors taking an active role in introducing the change and then guiding people through the emotional journey that change often causes.



Care to do Better: A Holistic Approach to Employee Wellbeing

In today's fast-paced and competitive work environment, employee wellbeing is not just a buzzword; it's a critical factor for organizational success. Happy and healthy employees are more productive, engaged, and less likely to experience burnout. "Care to do Better: A Holistic Approach to Employee Wellbeing" is a comprehensive course designed to help organizations and individuals enhance their understanding of employee wellbeing and implement effective strategies to create a thriving workplace.



Fostering Psychological Safety for Effective Leadership

Psychological safety is a fundamental concept in modern leadership, promoting an environment where team members feel comfortable sharing their ideas, taking risks, and being their authentic selves without fear of retribution or judgment. This course is designed to equip leaders with the knowledge, skills, and strategies to cultivate psychological safety within their teams and organizations, ultimately fostering innovation, productivity, and employee well-being.



Nicole L. Turner Consulting provides a range of services aimed at fostering a positive impact on your workforce and organizational culture. Collaborating with us enables you to elevate your organization's culture, creating an environment that fosters growth and success. If you're ready to transform your workplace culture, schedule a consultation or send us an email at info@nicolelturner.com





Contact Us



(202) 929-3778

info@nicolelturner.com

www.nicolelturner.com

Follow Us:    @theculturepro