



Nicole Martin
speaker · consultant · futurist · author

2025 SPEAKER KIT

Nicole Martin: A Speaker Your Audience Will Remember





Click Here to
SEE NICOLE IN ACTION

ABOUT **Nicole Martin**

Nicole Martin is an internationally recognized speaker, author, and the CEO and Founder of HRBoost, LLC. A dynamic and empowering leader, she helps organizations align their people strategies with business goals.

In recognition of her complete commitment to professional excellence as well as her community, Nicole has been honored by multiple organizations

and most recently as a 2016 Enterprising Women of the Year Champion by Enterprising Women Magazine, as one of Mirror Review's 20 Impeccable Women in Business in 2017, as a 2017 honoree of the Annual Awards for Business Excellence by the Daily Herald Business Ledger, and recognized as one of CIOLOOK magazine's "Successful Leaders in Tech, 2018."

**FAST
COMPANY**

Forbes
.com

**enterprising
Women**
The magazine for women business owners

pwn
professional women's network

Daily Herald

Daily Herald
The Business Resource for Suburban Chicago
BUSINESS LEDGER



As a highly regarded and sought after expert, her knowledge and advice have been featured in newspapers and magazines throughout the country. Recent publications in which she has been seen include Forbes.com, the Daily Herald Business Ledger, and Fast Company. She is the author of the books, The Talent Emergency®, The Human Side of Profitability, and The Power of Joy and Purpose. She is also the author of the chapter "Emotionally Speaking" in the new book, Leading From The Heart. In addition, Nicole is the host of the internet show, HR in the Fast Lane.

"Nicole's energy and enthusiasm for what she does is second to none!..."

- Melissa Lagowski / Big Buzz Idea Group

NICOLE as Your **Next Speaker**

When you engage **Nicole as a speaker**—online or in person—you get more than a dynamic presence. You gain insights from a proven HR leader and business consultant who works directly with organizations every day to drive results. Nicole brings real-world expertise, faces challenges head-on, and delivers relevant, customized content with energy and enthusiasm.

Known for tailoring each talk to the audience, she ensures every engagement is meaningful and value-packed. With deep HR knowledge, Nicole is in demand as a trainer, keynote speaker, panelist, moderator, and facilitator at national and international conferences, SHRM chapters, private businesses, schools, and executive teams.



***“Nicole is an outstanding speaker...
Dynamic, engaging and knows her stuff!”***
- Culture Leadership Summit Attendee

SPEAKING TOPICS

The Talent Emergency

For businesses seeking to retain, attract or compete with talent, the time is NOW! In a perfect world, all businesses would be high performing with high performing talent at the core of their purpose and success.

THE TALENT EMERGENCY® delivers a clear message. We are living through the biggest shift of human capital in our lifetimes. Businesses are facing multigenerational, multicultural dynamics in addition to shrinking talent pools. For businesses seeking to retain, attract or compete with talent in the coming five years, the time is now! In this session Nicole will provide specific tools and resources used to provide proven results in business. Nicole has facilitated proven results with growing businesses achieving sustainable returns and you can too! Learn the strategies to achieve results that optimize the **HUMAN SIDE of PROFITABILITY!**

Learning Objectives:

- Learn how *Organizational Leadership* is expressed in *Shared Leadership*
- Learn the competencies for *Managers of Choice*
- The concept of *Team Engineering*
- Learn the *4 Pillars to High Performing Businesses*
- How to identify the *BEST talent for YOU*
- Learn how to lay the *Foundation to create the ultimate culture for your company!*

The Human Side of Profitability

When it comes to scaling, growing and building a sustainable business today, nothing will be more important than people! **We are living through the biggest shift of human capital in our lifetimes.** Businesses are facing multigenerational, multicultural dynamics in addition to shrinking talent pools in the domestic United States. The Fundamental Truths have arisen from working on the Human Side of Profitability in businesses for twenty years. Small improvements can impact profitability while small mistakes can devastate the bottom line. The Fundamental Truths will shed light on areas that can optimize or threaten the human side of profitability.

Learning Objectives:

- Strength based Leadership
- Talent: With you or with the competition?
- Competencies of Leaders
- The definition of Success in Career Pathing
- Chief Challenges and why you need them
- Fundamental TRUTH: As the CEO, the Founder, or the Entrepreneur, you must lead! But how?



WHY YOU SHOULD Hire a Millennial

The U.S. Bureau of Labor Statistics predicts that by 2020, most the workforce will be in its 20s and 50% of seasoned talent will be exiting the talent pool. This is Generation Y, also known as Millennials. They present a huge challenge—and equally a huge opportunity for your business. Are you ready for the largest shift in human capital in history? Let's face it. Every business is challenged with recruiting, retaining, and engaging Generation Y. Dismissed as difficult, spoiled, and entitled, many myths surround the rise of this post-Industrial generation. Your business needs to fully understand what makes Generation Y, Z and Boomers tick, if you plan to attract their talent, retain and develop to successfully capitalize on this shift in human capital and consumerism. This presentation will identify the defining characteristics, work ethic and training preferences for Y, and provide valuable insight on how to manage and motivate these young professionals.

Learning Objectives:

- Management strategies that lead to greater productivity and retention with Generation Y, Generation Z, and Boomers.
- Capitalize on the positive attributes that Generation Y offers.
- Transform your Y employees into a competitive advantage for your organization.



NICOLE MARTIN'S MOST REQUESTED TOPICS

You have lots of choices. Select a topic that Nicole has presented on from the list below.
You can mix and match topics OR let her create a special session just for you!

- *Building Generational Agility*
- *Taking Collaborative Leadership to the Next Level*
- *Creating a Winning Work Culture*
- *Linking HR to Profitability*
- *How an Engaged Workforce makes Cents*
- *THE BUSINESS IMPERATIVE every HR professional must face – Talent Development*
- *Managing Today with Tomorrow in Mind*
- *Revealing the Secrets of the Best and Brightest Companies to Work For*
- *The Relevance of HR Outsourcing*
- *Winning the Global Challenge on Talent Management*

With 20 years of speaking, training, consulting, and coaching expertise, Nicole has a wide range of knowledge, experience, and materials perfect for crafting a personalized message specifically for your organization or event. She doesn't use canned presentations. Let's be honest; building a winning culture is relevant to leaders everywhere, regardless of industry or demographic.

Let Nicole help your event be value added for attendees! Call for a complimentary proposal.



*“People are not your greatest asset.
The right people are.”*

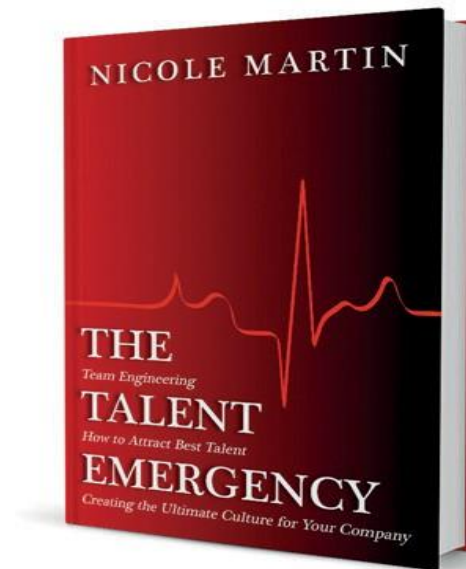
The Talent Emergency®

The Talent Emergency® delivers a timely message: We are in the midst of the greatest human capital shift of our time. As talent pools shrink and workplace dynamics evolve, businesses must act now to stay competitive.

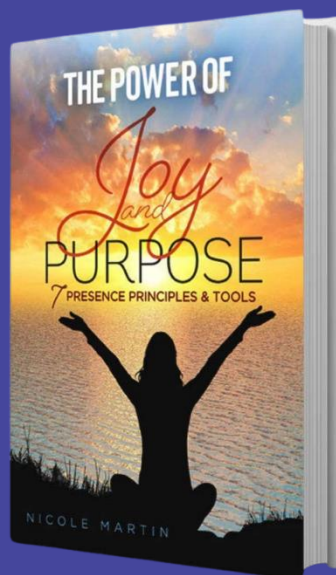
Nicole Martin offers proven tools to help companies attract top talent, build high-performing teams, and optimize the human side of profitability.

In this resource, you'll learn how to:

- Attract and identify top candidates
- Build “managers of choice”
- Engineer effective teams
- Prepare talent for the future
- Create a high-performance culture



www.talentemergency.com



The Power Joy and Purpose

Everyone deserves to live with joy and purpose—but many are still searching. In this inspiring session, Nicole Martin guides you inward to unlock the answers already within you, helping you embrace who you're truly meant to be. Drawing from her own journey—from small-town Montana to successful CEO, author, and speaker—Nicole shares practical tools to help you rediscover fulfillment, confidence, and meaning in your daily life.

You'll learn how to:

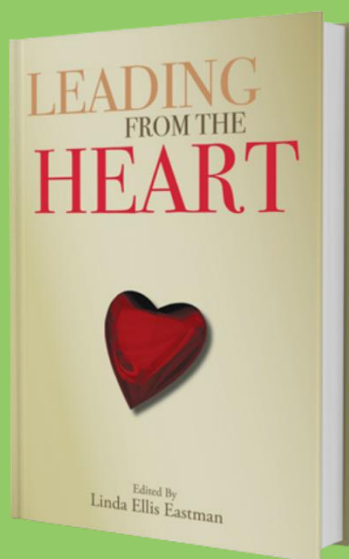
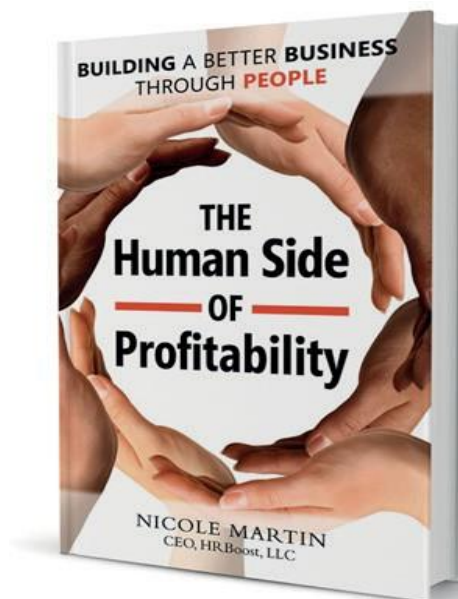
- Claim your success in 7 easy steps
- Find the happiness you deserve
- See life through an empowering lens
- Surround yourself with those who bring out your best
- Unlock 3 secrets to confidence and life-changing growth

The Human Side of Profitability

The Human Side of Profitability reveals undeniable realities and reflections we face in business, both then and now. Nicole Martin shares her personal experiences and insights in a practical way with real events and stories that have impacted her outlook and passion for people. Leaders in business understand how small improvements can impact profitability while small mistakes can devastate the bottom line. The 11 Fundamental Truths in this book will shed light on areas that can optimize or threaten the human side of profitability.

Discover inside:

- The Old Model vs. New Model for understanding motivation
- How the direct manager of talent is STILL the most significant opportunity in business today
- Team Engineering to achieve genuine diversity



Leading from the Heart

Every interaction is emotional—whether spoken or unspoken. In this session, Nicole Martin explores how Emotional Intelligence can help leaders and team members build stronger relationships, make better decisions, and communicate with clarity and empathy.

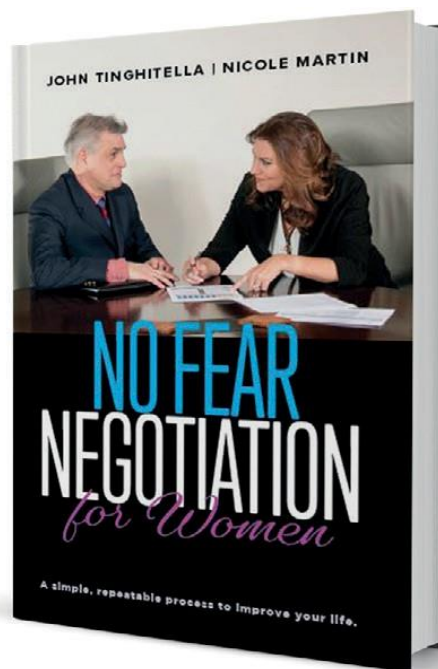
You'll learn:

- A 3-step process to guide meaningful conversations
- How to interpret what others are really saying
- How to clearly communicate expectations
- How to manage emotions for positive results

No Fear Negotiation for Women

This practical guide by Nicole Martin and John Tinghitella offers a simple, effective, and repeatable approach to help women negotiate with confidence and clarity. Rooted in real-world insights, it addresses the systemic challenges women face in the workplace—from pay inequality to limited upward mobility.

The book empowers women to step into their worth, develop a strategic mindset, and use proven tactics to navigate any negotiation. As women continue to drive progress in today's economy, *No Fear Negotiation* provides the tools to help close the gap—one fearless conversation at a time.



Using this resource as your guide you will learn:

- Why We Negotiate
- The Power of Martini Glass Thinking
- The Power of Preparation
- The Power of Tactics
- The Power You Hold in a Room

nofearnegotiation.com

About Nicole's co-author, JOHN TINGHITELLA:

John's career has taken him from the trenches of sales management, to the corner office, to owning his own business so he can realize his vision for success. A self-described "sales guy," he combines a strong sense for the creative solution with a keen focus on building relationships. Collaborative negotiation is his lifelong passion. He's observed first-hand the unfairness of how much women contribute versus the rewards...which typically go to men. His negotiation message is the culmination of a career spent learning, applying, adapting, and giving back.



NICOLE MARTIN

Speaker, Consultant,
Futurist, & Author

WWW.NICOLEMARTIN.LIVE



2025
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