



# HUMAN INTELLIGENCE FOR HIGH-PRESSURE LEADERSHIP

Helping leaders lead clearly under pressure, protect their energy, and build cultures that perform without burnout.

*As featured on...* \_\_\_\_\_

 CBS

 SUCCESS<sup>®</sup>  
MAGAZINE

 SIRM<sup>®</sup>



# NICOLE VAN VALEN

# ABOUT NICOLE

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*Nicole Van Valen* is a Licensed Marriage and Family Therapist (LMFT) and SHRM Senior Certified Professional (SCP), and a trusted strategist to Fortune 500 leaders navigating stress, performance pressure, and rapid change.

She has trained more than 10,000 leaders across global corporations, hospital systems, government agencies, & national associations. With two decades of experience spanning corporate, clinical, & leadership development settings, Nicole helps teams and executives unlock Human Intelligence (HI) as their competitive edge in a tech-saturated world.

She is known for helping leaders stay steady under pressure, remain emotionally agile during change, and be fully present when it matters most.



# HER PERSPECTIVE

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*Leadership has changed. Support hasn't.*

Nicole Van Valen believes the highest-performing leaders aren't the ones who push the hardest, they're the ones who recover forward.

*In a world obsessed with speed, output, and optimization, her perspective is simple and evidence-based:*



### **CLARITY IS THE ANTIDOTE TO CHAOS**

Confusion burns people out faster than pressure.



### **RESILIENCE IS BUILT, NOT INHERITED**

It's a skillset leaders can strengthen - intentionally and measurably.



### **JOY IS NOT A REWARD. IT'S A STRATEGY**

A renewable resource that fuels focus, trust, and sustainable performance.



### **HIGH PERFORMANCE**

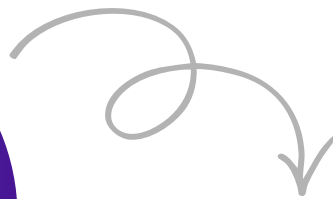
High performance should never cost your people or your culture.





Nicole's work reframes leadership under pressure—not as something to survive, but as something to lead with clarity, connection, & human intelligence.

# HUMAN INTELLIGENCE (HI)

## *The Capabilities Technology Can't Replace*

In a tech-saturated world, Nicole equips leaders with Human Intelligence (HI)—the capabilities no system, tool, or algorithm can automate: \_\_\_\_\_



-  **Emotional agility** in moments of change
-  **Presence under pressure** when stakes are high
-  **Resilience & recovery** that sustain performance
-  **Meaningful connection** that builds trust & culture

These human capabilities are essential to effective leadership, sound decision-making, and healthy cultures, especially in high-pressure environments where performance and well-being must align.

# LEADERSHIP RESOURCE

## JOY AS A LEADERSHIP RESOURCE

Nicole reframes joy not as a reward for resilience, but as a resource that supports sustainable performance.

Her work helps leaders understand how recovery, presence, and emotional awareness directly impact:



Focus



Decision  
Quality



Engagement



Long-Term  
Effectiveness

Joy, when understood correctly, becomes a strategic leadership advantage.

## WHY JOY MATTERS

Joy is the new foundation of resilient leaders. Here is the data of why resilient leaders lead.

85%

of leaders report increased team engagement when they adopt resilience building practices.

LeggUP via Wellhub

89%

of employees feel more engaged when their leaders implement resilience strategies.

LeggUP Study

40%

higher retention rates result from leadership that prioritizes psychological safety and accountability.

BCG + Niagara Institute

# JOY THAT POWERS YOU FORWARD

Nicole's signature Ready, Set, Go® Framework helps leaders protect bandwidth, sustain momentum, and lead with intention, even under pressure.



Identify where energy drains are stalling leadership momentum.



Build systems that promote trust, focus, and meaningful progress.



Lead decisively with stamina, strategy, and team alignment.

# BELIEFS

## THE BELIEFS THAT GUIDE THE WORK

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CLARITY THAT CUTS  
THROUGH CHAOS



CONFUSION BURNS PEOPLE  
OUT FASTER THAN PRESSURE.

RECOVERY THAT BUILDS  
MOMENTUM



BEST LEADERS BOUNCE FORWARD  
& BRING OTHERS WITH THEM.

JOY AS A STRATEGIC  
ADVANTAGE



HIGH PERFORMANCE  
SHOULDN'T COST YOUR SOUL.

CONNECTION THAT FUELS  
PERFORMANCE



TRUST IS THE REAL ROI.

# FRAMEWORK

# SIGNATURE FRAMEWORK

*Ready, Set, Go® & Joy Powered Performance™*

Nicole's speaking is rooted in her Ready, Set, Go® Framework and Joy Powered Performance™ philosophy.

## LEADERS ARE GUIDED TO:



**Recognize** early signs of stress and burnout



**Re-engage** with purpose and presence



**Reset** habits that protect clarity and energy



**Lead forward** with resilience and intention

This framework provides shared language and practical tools leaders can apply immediately.



Ready, Set, Go® Framework

# EXPERIENCE STYLE

## *How Nicole Shows Up*

Nicole's sessions are known for being:



Rooted, not performative



Practical, not abstract



Calm, not clinical



Honest about  
leadership realities

Leaders leave equipped with clarity and tools, not overwhelmed by theory or hype.



# SPEAKING FORMATS

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*Focused leadership experiences designed for real-world pressure.*

Nicole delivers structured, evidence-based sessions rooted in Human Intelligence and the Ready, Set, Go® Framework.



### FEATURED TOPICS:



Human Intelligence for High-Pressure Leadership



Joy as a Strategic Leadership Resource



Leading Clearly Under Sustained Pressure



Emotional Agility in Times of Rapid Change



Recovering Forward: Performance Without Burnout

These sessions combine insight, reflection, and practical tools leaders can apply immediately.

**SPEAKING  
FORMATS:**

Keynotes  
(inspire & align)

Executive Sessions  
(deep, confidential)

Team Workshops  
(practical, applied)

# KEYNOTE TOPICS

# SIGNATURE KEYNOTE TOPICS


Nicole's keynotes are rooted in Human Intelligence (HI) and focused on real leadership demands, not theory.

## FEATURED TOPICS:

 Human Intelligence for High-Pressure Leadership

 Joy as a Strategic Leadership Resource

 Leading Clearly Under Sustained Pressure

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# TRUST NICOLE






## WHY LEADERS TRUST NICOLE

*Nicole is trusted by organizations where leadership pressure is real and the cost of burnout is high.*

She is brought in by teams who need more than motivation - they need clarity, resilience, and sustained performance.



### ORGANIZATIONS BOOK NICOLE BECAUSE SHE:

-  **Understands leadership pressure** from the inside
-  **Bridges psychology, HR, and real-world leadership realities**
-  **Speaks credibly** to executives and people leaders alike
-  **Delivers practical language** and tools leaders can use immediately
-  **Supports performance** without sacrificing people or culture

This work resonates in environments where expectations are high and leadership capacity matters.

# IMPACT THAT LASTS

Nicole's work supports leaders who are navigating sustained pressure - not just to perform, but to perform well without burning out.

## HER SESSIONS HELP LEADERS:



Make clearer decisions during sustained pressure



Prioritize and decide effectively in complex environments



Manage energy, focus, and attention under pressure



Model calm, consistent leadership behaviors that build trust



Lead teams forward with intention instead of reactivity

*The impact extends well beyond the session - into how leaders think, decide, and show up.*

# THE JOYFUL LEADER® - BOOK

*A Framework for Leading Under Pressure*

**LEAD WITH CLARITY. PROTECT YOUR ENERGY. RECOVER FORWARD.**

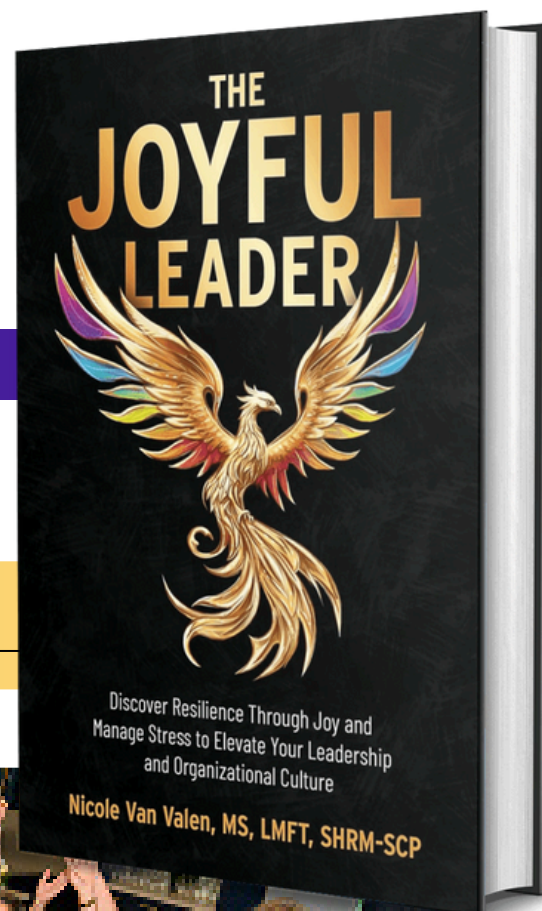
In The Joyful Leader®, Nicole Van Valen challenges the belief that burnout is the price of success. Drawing on two decades of experience across healthcare, HR, and high-performance environments, she shows how effective leaders don't push through pressure, they recover forward. Rooted in her evidence-based Ready, Set, Go® Framework, the book equips leaders to:

- ✓ Recognize early burnout signals
- ✓ Protect clarity, focus, and connection
- ✓ Lead with presence in high-pressure environments
- ✓ Build cultures that perform without breaking people

This isn't a book about balance.

It's a guide to sustainable leadership when the stakes are high.

*The Joyful Leader serves as the core framework across Nicole's keynotes and leadership programs.*



NICOLE VAN VALEN

# TESTIMONIALS

## WHAT LEADERS ARE SAYING

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Nicole brings a rare combination of mental health expertise, executive experience, and human warmth to the stage, creating moments that make every audience feel seen, empowered, and ready to lead with greater purpose.

**Executive Director, Global Biopharmaceutical Company**



Nicole helped our leadership team rethink resilience entirely. We're not just managing pressure-we're energized by purpose again.

**SVP of Talent, Fortune 100 Tech Company**



Nicole speaks to burnout with empathy, credibility, and strategy. Our leaders left not only inspired, but equipped.

**VP, Global Retail Brand**



Her keynote gave us language for something we've all been feeling-and practical tools to change it.

**Director of People, National Healthcare System**



What makes Nicole an asset to any event is her versatility and presence. Whether keynoting, moderating, or emceeding, Nicole reads the room, adapts with intention, and creates a psychologically safe space for reflection and growth. Executive Director, Global Biopharmaceutical Company

**Executive Director, Global Biopharmaceutical Company**

# #1 NEW RELEASE

*The Joyful Leader®* reached #1 New Release in the Work-Related Health category on Amazon, making me a #1 Bestselling Author.





## BOOK **NICOLE VAN VALEN**

For keynotes, leadership retreats,  
and organizational engagements:



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