

Dr. Nicole

Yeldell Butts

Best-Selling Author | Keynote
Speaker | Organizational Culture
Strategist

*We are tested at the threshold—
not in stability, but the space between.*

AS FEATURED IN



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Meet Nicole

Change fails at the threshold, not at the strategy.

Organizations rarely struggle to change because they lack a plan. They struggle because leaders are trained to manage stability—not the space in between, the stretch after the old way has ended and before the new one has taken hold. Dr. Nicole Yeldell Butts brings 25+ years of leadership experience and doctoral research on organizational change to this exact space, helping leaders, teams, and audiences name what's actually happening in a transition, and move through it with intention.



Nicole doesn't arrive with generic inspiration—she arrives with a framework, built from years spent studying how organizations and individuals actually move through change, not just talk about it. Audiences don't just listen—they leave with language for a place they've been but couldn't previously name.

KEYNOTE SPEAKER

Nicole delivers ideas rooted in real inquiry: what happens in the space where something is ending and something else hasn't fully formed yet, and how systems and people move through change without either freezing in place or dissolving.

PANELIST

Nicole brings executive-level cultural insight and real-world strategy that deepens the conversation rather than restating what's already been said.

MODERATOR

Nicole holds space for candid, high-stakes dialogue—guiding the room through complexity with clarity, so every voice adds value and no conversation stalls at the surface.

Nicole's Talks Are Designed For

- Executive and Board Retreats
- Culture and Leadership Summits
- Industry Conferences & Professional Associations
- Women's Leadership Events



"Nicole's approach, which is mixed with professionalism and a comfortable warmth, was a perfect balance for all to get the most out of the event. The participants, as well as the panelists, loved her demeanor and manner. Makes all the difference in the world to have a professional expert."

Amy Mathieson

Executive Vice President, Community Management
FirstService Residential

*Purposeful presence. Powerful perspective.
Transformational results.*

Signature Talks

FOR ORGANIZATIONAL & LEADERSHIP AUDIENCES

Leading Through the Threshold

The discipline required when the old culture has ended and the new one hasn't yet solidified.

Culture Change That Actually Holds

Why most culture initiatives fail at the transition, not the vision.

The Leader's Own Threshold

How a leader's personal identity and resilience shape their capacity to guide others through change.



FOR WOMEN IN TRANSITION AUDIENCES

Playing Small to Unapologetically Thriving

Recognizing the threshold between the identity you've outgrown and the one you haven't fully claimed.

The Space Between Endings and Beginnings

What that space is actually teaching you, and how to stop rushing through it.

Becoming Visible

Reclaiming voice, agency, and leadership on your own terms, after years of playing by someone else's.

Topics are illustrative—each can be tailored to the audience and occasion.

YOUR AUDIENCE WILL WALK AWAY WITH

- Clarity about what's misaligned—and what's possible
- Courage to make intentional, meaningful shifts
- Connection to a vision that's both inspiring and actionable
- Language and tools to lead culture and life on purpose

*Let's talk about the threshold your organization
or audience is facing.*

What You Get When You Book Nicole

- A speaker who understands the specific threshold your organization or audience is standing in—not a generic keynote retrofitted to your event
- Content built around her signature SHIFT Framework™ and tailored to your theme and attendees
- Practical language and tools audiences are still using months later
- A partner, not just a presenter—one who ensures the message aligns with your goals and elevates the room



Press Releases

[Dr. Nicole Yeldell Butts Helps Women Live Unapologetically](#)

[As Workplace Pressures Mount, Dr. Nicole Yeldell Butts Calls on Women to Make 'The SHIFT'](#)

[SHIFT: A New Roadmap for Lasting Organizational Culture Transformation](#)

[NLYB Solutions Unveils Its Five-Point SHIFT Framework to Help Companies Chart Their DEI Journey and Shift Organizational Culture](#)

Past Speaking Engagements

2026

The Room Between

Lune Noir

ACE Women's Conference

The Ebell of Los Angeles Black History Month

The Wilfandel Wellness for the Whole Woman

Live Like A Leader with John Bates

2025

National Diversity Conference

University of Maryland University College Guest Lecturer

InnovationsInsights

MeaningFULL Work

ROI on DEI

Understanding the Power of Civility

EARLIER

SHRM23

SHRM22

Valor Compartilhado Pelo Capital Humano (Brazil)

National Diversity Women's Conference

Executive Conversations for Change

International Council on Hotel, Restaurant, and Institutional Education Annual Conference

The Claremont Colleges Professional Development

Mental Health for Leaders

California State University Diversity & Inclusion Leadership Academy

ButteGlenn Community College District Professional Development

Los Angeles Community College District Deans Professional Development

What People Are Saying

"Nicole rocked the house at our conference! In my 30 years with my organization, Nicole facilitated the best workshop we have ever had."

Lea R. Dopson, Ed.D.

Dean and James A. Collins Distinguished Chair, President, International CHRIE

"Targeted, tactical and talented - three words that describe Nicole Yeldell-Butts' expert and nimble moderation of the Executive Conversations for Change series. Nicole exceeded my expectations."

Louis Wharton

Partner, Stubbs Alderton & Markiles, LLP

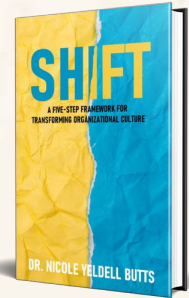
"Nicole has the unique ability to move people forward, including people who may not want to be moved forward, without them realizing they are being moved. That is a rare gift!"

Dr. Reginald S. Blaylock

Vice President, California State Polytechnic University, Pomona

SHIFT: A Five-Step Framework for Transforming Organizational Culture

SHIFT: A Five-Step Framework for Transforming Organizational Culture is the definitive guide for leaders committed to building cultures where values are lived, leadership is aligned, and both people and business thrive. Nicole provides the blueprint for scaling sustainable transformation with intention and impact.



Rated 4.9 stars, SHIFT is a #1 Amazon Best-Seller in:

- Business Culture
- Organizational Change
- Human Resources
- Diversity & Inclusion
- Business Ethics



BUSINESS STRATEGY - GOLD WINNER, HUSTLE & HEART BOOK AWARD

"SHIFT does a masterful job of laying out the details of how to build company culture in this age of political divines."

Jon Flatt - Three time INC 500 award-winning CEO

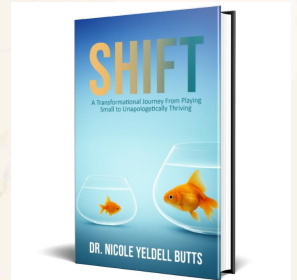
"Nicole seamlessly integrated the principles of courageous leadership, accountability, and deep cultural transformation - reinforcing that real change isn't about policies but about people."

Shola Richards - Author of Civil Unity

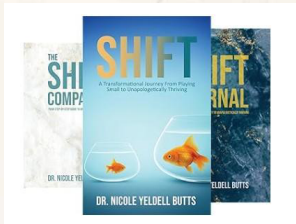
*Values with legs—a roadmap for leaders
building culture that actually holds.*

SHIFT: A Transformational Journey from Playing Small to Unapologetically Thriving

SHIFT: A Transformational Journey from Playing Small to Unapologetically Thriving is an International Impact Book Award Winner, and an Amazon best-seller. In this book, Nicole hands women the roadmap to reclaiming their power and living on their own terms—unapologetically.



- Recognize the patterns and beliefs that keep you stuck.
- Release the weight of perfectionism, people-pleasing, and self-doubt.
- Rebuild your life around your values, purpose, and unapologetic truth.
- Rise into the most confident, fulfilled, and unstoppable version of yourself.



The complete SHIFT Journey Set brings together three resources that guide women from self-awareness to courageous, unapologetic living—SHIFT, the SHIFT Companion Guide, and the SHIFT Journal.

Book Nicole Today



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