

## Nikkia Reveillac

Business Insights & Strategy Leader, Organization Designer & Builder, and Director, Consumer Insights at Netflix

**Egoless Leadership: The Joy of Helping Others Shine.** Strategic, confident, decisive — these are just some of the traits that are associated with great leadership. But one trait that often gets overlooked is the ability to lead without ego. To put your organization and its people's needs ahead of your own to create a culture where team members are empowered to contribute to business success.

The key to the success of Netflix director of consumer insights Nikkia Reveillac's teams has been her ability to recruit top talent and cultivate diverse, inclusive work environments that motivate her teams and bring out the best in each person. The first step, she shares with audiences, is being able to check her ego at the door. In this talk, she speaks passionately about what it really means to be an egoless leader, while highlighting the importance of psychological safety, empathy, and an open-growth mindset when it comes to leading high-performing teams and realizing your organization's full potential.

**Mastering the Journey is Half the Battle: Why EQ Is the Key Ingredient to High Performing Teams.**

Nikkia Reveillac has been sought after by top companies including, Netflix, Twitter, and Colgate-Palmolive, for her ability to completely restructure teams, reinvigorate her workforce, and create a culture designed to collaborate, innovate, and disrupt highly competitive markets.

As she shares with audiences, the key ingredient to building high-performing teams is emotional quotient/intelligence — or EQ, as she refers to it. Reveillac explains that leaders with high EQ possess the ability to recognize, understand, and manage the emotions of their teams and combine these emotive insights with rational thought to arrive at decisions that are beneficial to their organizations and people. In this compelling talk, she draws from close to two decades building and nurturing industry-leading teams to demonstrate the importance of leveraging unending empathy for people and their nuanced lived experiences when it comes to bringing out their best and setting your organization up for success.

**My Journey Overcoming the Odds and Finding Fulfillment at Work.** Soon after graduating college, Nikkia Reveillac found herself as the underdog as she attempted to navigate New York City's unforgiving job market. Feeling lost and discouraged, she refused to give up and, instead, got scrappy. She sent out hundreds of cover letters until her drive and tenacity caught the attention of a woman working at Colgate-Palmolive. And so began Reveillac's pursuit of a fulfilling, impactful professional life.

In this introspective talk, she shares her methods for groups to chart a path to happiness and self-fulfillment in the workplace, while aligning your purpose with your interests. In doing so, she provides audience members with actionable steps for seeking out roles that reflect their values, feed their creative aspirations, and offer avenues to grow and thrive, not just in their day-to-day team environments, but also in their careers.

**Going Against the Grain to Make an Impact.** Dating back to her roots as a former professional modern dancer, business insights and strategy leader Nikkia Reveillac has always danced to the beat of her own drum. This mindset of going against the grain is one she has carried with her throughout her career leading and making an impact at some of the world's most prominent brands. Never one to fall in line on matters she feels will negatively impact an organization, she always makes sure her voice is heard by fellow leaders, even if it means rocking the boat to reach the decision that's most beneficial to the organization and its people.

In this talk, she discusses what it means to go against the grain and why the ability to speak up — at the risk of creating disharmony — is an important trait of truly impactful leaders. She'll share her own experiences of going against the grain as a leader in the workplace and provide audiences with a framework for deciding when and how to challenge the status quo during times when it may be the right choice, but not an easy one.

**Leading Diverse, Equitable, and Inclusive Teams.** Having lived and led all over the world, Nikkia Reveillac offers a truly unique perspective on building diverse, inclusive, and equitable teams. With DEI at the foundation of the high-performing teams she's led, Reveillac opens audiences' eyes to the advantages teams have when their leaders and members are conscious of each individual and the experiences that have shaped them, as well as the importance of creating an environment where all members feel empowered to contribute to the success of the team. In this talk, she shares how embracing diverging viewpoints is often the first step in converging teams, while also providing her best insights for looking into the DEI lens when assembling the best talent.

**Why Research Is the Heart and Soul of Innovation.** For business leader Nikkia Reveillac, innovation is about introducing new ideas and products that close gaps and solve problems. In setting out to solve problems — whether in processes or with products — she begins by asking her own questions. This, she explains, is research — the starting point of innovation, and its most influential phase. In this talk, she outlines tried-and-true and out-of-the-box methods audience members can use to elevate research operations within their organizations to power true innovation. Attendees will come away with a more complete understanding of how to uncover the ways people use their products, what makes their users tick, and how to use these insights to innovate and bring forth change in a way that is welcomed by users.

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