

DR. ELIJAH NICHOLAS, DBA, MBA, MAET, MSOL

Founder & Chief Executive Officer | Nicholas Intelligence

Dr. Elijah Nicholas is an executive advisor, AI strategist, organizational transformation leader, author, keynote speaker, and retired United States Air Force Lieutenant Colonel. He is the Founder and Chief Executive Officer of Nicholas Intelligence, a strategic advisory firm dedicated to **Advancing Human Intelligence in the Age of AI**.

With nearly 25 years of leadership experience spanning military service, healthcare administration, organizational development, workforce strategy, public policy, education, and executive leadership, Dr. Nicholas helps organizations navigate one of the most consequential transformations of our time: the integration of artificial intelligence into the way people lead, work, make decisions, and serve communities.

His work through Nicholas Intelligence focuses on the intersection of **Artificial Intelligence and Human Intelligence**. He advises corporations, government agencies, healthcare organizations, universities, and mission driven institutions on AI strategy and readiness, responsible AI governance, organizational transformation, executive leadership, workforce development, culture, psychological safety, and change management. His approach recognizes that successful AI implementation is not simply a technology challenge. It is a leadership, governance, workforce, culture, and human readiness challenge.

Dr. Nicholas is developing the Nicholas Intelligence approach to organizational AI transformation around a comprehensive process of assessing readiness, envisioning strategic opportunities, establishing governance, preparing leaders and workforces, supporting implementation, and measuring organizational and human impact. Central to this work is the belief that as artificial intelligence becomes increasingly capable, organizations must become equally intentional about strengthening the uniquely human capabilities that technology cannot replace, including judgment, critical thinking, ethical reasoning, creativity, emotional intelligence, adaptability, communication, trust, courage, and accountability.

His leadership philosophy is informed by an extraordinary professional journey. Dr. Nicholas entered military service as a 17 year old Army Private and ultimately retired nearly 25 years later as a United States Air Force Lieutenant Colonel and senior healthcare administrator. His military career provided extensive experience leading people, managing complex organizations, navigating highly accountable systems, and operating in environments where strategy, trust, judgment, execution, and mission readiness were essential.

Beyond his military career, Dr. Nicholas has advised, trained, presented to, and worked with leaders and organizations across corporate, healthcare, government, higher education, and nonprofit sectors. His professional reach has included organizations such as Amazon, AARP, the University of Wisconsin System, Emory University, the Society for Human Resource Management, and the U.S. Department of Veterans Affairs. His work consistently centers on helping leaders navigate complexity while building organizations where people can perform, adapt, innovate, and thrive.

Dr. Nicholas holds a Doctor of Business Administration, Master of Business Administration, Master of Arts in Education and Training, and Master of Science in Organizational Leadership. His continued executive education includes study at Harvard Divinity School and Harvard Medical School, where his current work explores the strategic implementation of artificial intelligence in healthcare. His academic and professional

development in artificial intelligence includes AI governance, generative AI, AI ethics, AI agents, AI product leadership, and emerging technologies.

An accomplished author and thought leader, Dr. Nicholas has written extensively about leadership, organizational culture, identity, equity, courage, authenticity, and human potential. His books include *Joy! A Journey to Choosing, Creating, and Living in Joy*, and his evolving body of work examines what it means to preserve and strengthen Human Intelligence as artificial intelligence transforms organizations and society.

Dr. Nicholas is also the host and executive producer of *Focal Point with Dr. Elijah Nicholas*, a two time Telly Award winning media platform that has reached more than one million viewers. Through television, speaking, research, executive education, and public engagement, he has built a reputation for translating complex issues into conversations that challenge leaders to think differently and act intentionally.

As a keynote speaker and executive facilitator, Dr. Nicholas brings together research, lived executive experience, organizational strategy, and practical application. Rather than approaching AI solely through the lens of technological capability, he challenges leaders to consider the deeper organizational questions: Are our people ready? Is our culture ready? Do we have the appropriate governance? What decisions must remain human? How will we maintain trust? How will we measure impact? And ultimately, **will artificial intelligence simply make our organizations faster, or will it help us make them better?**

Through Nicholas Intelligence, Dr. Nicholas is building an advisory practice for leaders who understand that the future of AI will not be determined by technology alone. It will be determined by the quality of the human judgment, leadership, governance, courage, and intelligence guiding it.

Artificial Intelligence generates possibilities. Human Intelligence creates wisdom. Together, we transform organizations.