

# Niki Kux-Kardos, CEC

## Family Business Coach



### Family Business

Being raised in a family business, Niki experienced first-hand the unique complexity and synergy when working together with family. Her personal experience and business education revealed a passion for combining the family business and conflict management fields in a meaningful way.

Parallel to her business studies, Niki completed a conflict management certificate in mediation and negotiation. She then relocated to Germany where she contributed to leadership and organizational behavior research at the European Family Business Centre while managing the International Family Enterprise Research Academy.

After two years in academia, she returned to Canada to translate theory into practice at a tax advisory firm specializing in individual and family enterprise. Realizing the influence of her own entrepreneurial spirit, she founded Nexus Facilitation & Coaching, a company focused on cultivating strong families and sustainable businesses through facilitation, executive coaching, conflict management, and communication skills training.

Niki genuinely believes that productive discussion, appreciation of diversity, and unleashing the potential of all generations are pivotal for business families to be a strong family **and** a sustainable business.

### In the Community

People have the power to solve almost anything together when given the opportunity to understand each other's perspectives and experiences. Niki volunteers with community justice initiatives for Restorative Conferences and co-facilitates a Youth Restorative Practices Certificate in local middle schools.

### Professional & Community Connections

- Associate Faculty, School of Peace and Conflict Management, Royal Roads University
- Coach Faculty, Justice Institute of British Columbia
- Chair, CAFE Vancouver Island Chapter
- Director, CAFE Canada Board of Directors
- Member, CAFE Next Generation Committee
- Member, Family Firm Institute
- Member, Alternative Dispute Resolution Institute of Canada
- Member, Alberta Arbitration and Mediation Society
- Member, Victoria Restorative Justice Society
- Member, Greater Victoria Chamber of Commerce

### Education & Training

- Royal Roads University Certified Executive Coach
- Certificate in Conflict Management in Mediation and Negotiation
- CAFE Trained Family Council and Business Meeting Facilitator
- Trained Restorative Justice and Girls' Circle Facilitator
- Bachelor of Commerce in Human Resource Management and European Studies