

Niki Kux-Kardos

Family Business Facilitator



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 combined with 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 family business research at the European Family Business Centre while managing the International Family Enterprise Research Academy (IFERA).

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, a company focused on strengthening business families through facilitation, conflict management and executive coaching.

Niki genuinely believes that productive discussion, appreciation of diversity, and unleashing the potential of all generations are pivotal for business families to be a successful family AND a successful 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 as a co-facilitator for Restorative Conferences and Girls' Circle. She is also very active in the local and national family business community through her involvement with the Canadian Association of Family Enterprise (CAFE).

Professional & Personal Connections

- Associate Faculty Member, School of Peace and Conflict Management, Royal Roads University
- Vice-President, CAFE Vancouver Island Chapter
- Board Member, CAFE National Board of Directors
- Committee Member, Development & Relations, IFERA
- Competent Communicator and Member, Vancouver Island Entrepreneurs Toastmasters
- Member, Greater Victoria Chamber of Commerce
- Member, Alberta Arbitration and Mediation Society
- Member, Alternative Dispute Resolution Institute of Canada
- Member, Family Firm Institute
- Member, Peninsula Crossroads Community Justice Program
- Member, Victoria Restorative Justice Society

Education & Training

- Graduate Certificate in Executive Coaching
- CAFE Trained Family Council and Business Meeting Facilitator
- Trained Restorative Justice and Girls Circle Facilitator
- Certificate in Conflict Management in Mediation and Negotiation
- Bachelor of Commerce in Human Resource Management and European Studies