

Niki Kux-Kardos, CEC

Family Business Coach



Family Business

Being raised in a family business as the youngest of four daughters, 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 family business, leadership development, and conflict management 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 focused on cultivating strong families and sustainable businesses through executive coaching, communication training and conflict management.

Niki genuinely believes that maximizing the potential of all generations, facilitating effective discussions and finding productive ways to manage conflict are pivotal for business families to be a strong family **and** a sustainable business.

In the Community

People have the power to resolve almost anything together when given the opportunity to understand each other's perspectives and experiences. In the spirit of this belief, Niki has volunteered with community restorative justice initiatives such as facilitating victim-offender conferences and co-delivering the Youth Restorative Practices Certificate in local middle schools. She was also very active in the local and national family business community through her involvement with the Canadian Association of Family Enterprise (CAFE).

Professional & Community Connections

- Associate Faculty, International YMCA University of Applied Sciences
- Associate Faculty, School of Peace and Conflict Management, Royal Roads University
- Coach Faculty, Justice Institute of British Columbia
- Past President, CAFE Vancouver Island Chapter
- Past Director, CAFE Canada Board of Directors
- Founder, CAFE Next Generation Committee
- Member, Alternative Dispute Resolution Institute of Canada
- Member, Alberta Arbitration and Mediation Society
- Member, Victoria Restorative Justice Society

Education & Training

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