



# Signature Topic Descriptions

[www.nicolersmith.net/bookings](http://www.nicolersmith.net/bookings)

- **The Art of Delegation** – Many of us wear multiple hats at work and could use help, but why don't we delegate? This session debunks myths around delegation, addresses hesitations, and teaches how to delegate and be delegated to effectively.
- **Navigating Feedback** – Stakeholder retention (interns, volunteers, employees, donors) relies on them feeling heard and valued. This talk covers building trust, the importance of feedback, how to handle it while staying emotionally grounded, and using it to create impactful programs and strengthen teams.
- **Strategic Volunteer Management** – Many organizations fail to maximize the potential of volunteers. I discuss recruiting, training, retention, recognition, team development, and how to build a program that turns participants into loyal brand ambassadors.
- **Productive Internship Programs** – Interns are an underutilized asset. This talk covers common misconceptions, whether interns should be paid, recruiting, training, and recognition, all designed to maximize capacity and create an unforgettable experience for both mentors and interns.
- **"Corrective Vision" Goal Setting** – I introduce "corrective vision" goal-setting techniques to help individuals and organizations bring their goals to fruition.
- **Self-Care** – I emphasize the importance of making—not finding—time for self-care. Participants will learn how to audit their time and finances to prioritize health and well-being for themselves and their loved ones.
- **Employee Engagement** – This session explores the importance of employee engagement, how to gain buy-in from colleagues, and how improving morale can benefit business outcomes.
- **Single Mother Solutions** – Drawing from my experience raising a daughter who recently graduated from an HBCU, I speak on single motherhood, creative budgeting, community support, and parenting through different stages of a child's life.
- **Rejection Recovery** – Aimed at dancers and athletes, I offer tips for overcoming rejection and explain why it's a crucial part of personal growth.
- **Workforce Diversity/DEAI** – I discuss strategies for diversifying programs, the challenges that come with it, and how to continue progressing in DEAI efforts.

Back to [www.nicolersmith.net/speaker](http://www.nicolersmith.net/speaker)

