



Nicole Hullihen

Founder | COO | MVP | MBA



Mission: To transform businesses by optimizing operations, elevating products, and driving growth, ensuring alignment across teams and a seamless path from vision to execution.

"It's not about ideas. It's about making ideas happen."

Scott Belsky

Suggested Introduction

Nicole Hullihen is an experienced Chief Operating Officer with a proven track record in driving growth and operational excellence across industries such as SaaS, automotive, and biotech. As COO at OnTheClock, she played a pivotal role in tripling revenue, expanding their user base, and leading the company to recognition as one of Crain's Best Places to Work. Nicole specializes in strategic operations, team alignment, and scalable processes, helping businesses scale efficiently and navigate complex challenges.

In addition to her executive experience, Nicole is a Microsoft Excel MVP, teaching 450,000 people through her business, XecuteTheVision™. With an MBA and a background in business analytics and organizational development, she is passionate about helping companies achieve sustainable growth. Nicole is now seeking new opportunities to bring her expertise to businesses.

Suggested Interview Questions

1. You're known for your expertise in Excel. How do you leverage this skill in your day-to-day operations and decision-making processes?
2. What is your process for identifying operational inefficiencies and turning them into opportunities for improvement?
3. What was the most important lesson you learned as you transitioned from an operations role to becoming the COO, and how did it shape your leadership style?
4. You played a key role in tripling revenue at OnTheClock. Can you share some specific strategies or initiatives you implemented to drive that growth?

Interview Topics

- Journey to becoming a COO
- Power of data and analytics
- Role of operations in scaling a business
- Work life balance
- Women's challenges in workplace
- The art of delegation
- Overcoming setbacks
- Goal setting
- What it's like supporting a CEO



PODCAST

- [She's So Suite](#)



MY PUBLICATIONS

- [XecuteTheVision](#)



RECOGNITION

- [Microsoft MVP](#)
- [Success Magazine Woman of Influence Top 50](#)
- [Crain's Best Places to Work \(OnTheClock\)](#)

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