

NICHOLS AND ASSOCIATES, Inc.,

An Applied Behavioral Science Firm

Résumé

Edwin J. Nichols, PhD, is a clinical and industrial psychologist specializing in Organization Development. He is the Director of **Nichols and Associates, Inc.**, an applied behavioral science firm. The goal is to restructure organizations to achieve **systemic harmony** in processes through **cultural competence** in leadership. An assessment of corporate systems and structures is conducted to attain **systemic harmony** within the organization. Corporate staff and management styles are evaluated to determine **cultural competence**, which enhances leadership capacity. Dr. Nichols' hallmark paradigm, The Philosophical Aspects of Cultural Difference, provides insights into the *essence of ethnic difference* through the philosophical disciplines of Axiology, Epistemology, and Logic. Awareness of self and others fosters **cultural competence** in leadership, enabling the full utilization of their multiethnic, pluralistic, and linguistically diverse workforce. This 21st-century team-oriented workforce adds value, restores the competitive edge, and increases market share. He has offered these services to Fortune 500 corporations, foreign governments, national government agencies, parastatals, associations, and health and mental health systems.

The International Organization Development consultation has taken place at the British Commonwealth of Nations *Centre for Management Development* in Canada, Guyana, Nigeria, Singapore, and the United Kingdom. Other international engagements include Germany, Austria, and Switzerland; Mexico, Colombia, Argentina, and Venezuela; as well as Japan, Malaysia, and China. Dr. Nichols offers *Executive Coaching based on* the models of Ernst Kretschmer (German) and Ivo Kohler (Austrian).

Dr. Nichols retired from the National Institute of Mental Health, where he held various clinical administrative roles. He was the first African American to serve as a Center Chief for Child and Family Mental Health. While directing Technology Transfer, he used meta-analysis to compile a research matrix for applied clinical practice, which led to the first video teleconferencing initiative bringing distance learning seminars to Community Mental Health Centers. He was a Visiting Professor at the University of Ibadan, Nigeria. After developing norms for Nigerian children, he established a Child's Clinic for psychological assessment and evaluation. As Associate Director of the Cleveland Job Corps Center for Women, he introduced the idea of place as an entirely therapeutic environment. He taught Psychiatry at Meharry Medical College, Nashville, where he developed the nation's first Adolescent Day Hospital, enabling clients to be mainstreamed into public junior high schools. At the Kansas Neurological Institute, an affiliate of the Menninger Foundation in Topeka, he demonstrated dance therapy as an intervention model for those with severe intellectual disabilities and extreme physical challenges. He is licensed in the District of Columbia and served two terms on the DC Board of Examiners for Psychology. He also maintained a psychotherapy practice and taught at local colleges.

Dr. Nichols was educated at Assumption College in Windsor, Canada; Eberhard-Karls University in Tübingen, Germany, under Kretschmer; the C.G. Jung Institute in Zürich; and Leopold-Franzens University in Innsbruck, Austria, where he earned his Doctor of Philosophy in Psychology and Psychiatry, *cum laude*, under the supervision of Kohler. He is a psychoanalyst with the Innsbrucker Arbeitskreis for Depth Psychology under Grünwald. His awards include being a Fellow of the Austrian Ministry of Education; a Visiting Scholar for the Rockefeller Foundation at the Bellagio Study Center in Italy; a Distinguished Clinical Psychologist from the Harvard University Foundation; a Lifetime Achievement Award in Cross-Cultural Psychology from the University of Toronto; a Distinguished Psychologist from Universidade Estadual do Piauí, Brazil; and Public Service Awards from the United States General Services Administration, the Department of Justice, and the Social Security Administration. He is a founding member of the Association of Black Psychologists, a lifetime member, an Elder, a Diplomat, and a Distinguished Psychologist—awarded the Doctor of Humane Letters, an *honorary degree*, by the University of the District of Columbia. Dr. Nichols served in the Army during the Korean War. He has two adult children and two grandchildren.

BOOKS

Cultural Competence in America's Schools: Leadership, Engagement, and Understanding
Jones, Bruce – Nichols, Edwin – 2013 Information Age Publishing, *Selected Aspects of Mentoring*,
Webb, Cooke, Nichols, Talley 2019 Kendall Hunt; *The Art of Strategic Change* 2024 Joseph, L.E.

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