PODCAST & MEDIA ONE-SHEET

NIKI ST. PIERRE



Enterprise Transformation & Change Leadership Speaker

Founder & CEO, NSP & Company | Author of *Steady* | Creator, Change Momentum Index®

2026 WOMEN LEADERS IN CONSULTING HONOREE — *Consulting Magazine*

Niki St. Pierre is the executive voice redefining how leaders understand, measure, and sustain organizational momentum — the factor that determines whether AI, digital, and modernization efforts actually take hold.

Niki St. Pierre is the Founder & CEO of NSP & Company and author of the forthcoming *Steady: Why Sustainable Momentum — Not Speed — Is the Leadership Edge of the AI Era*. A global transformation advisor with more than 25 years serving Fortune 500 companies and government agencies, she tackles one of the defining leadership questions of the AI era: why do 70% of large-scale efforts — including AI and digital transformations — fail to take hold?

Her core insight is simple but consequential: organizations can accelerate change faster than they can absorb and sustain it. Through *Steady* and the Change Momentum Index® (CMI®), she gives leaders a practical way to see what traditional dashboards miss — whether alignment, commitment, readiness, and execution are strengthening or quietly deteriorating.

Named a 2026 Women Leaders in Consulting honoree by *Consulting Magazine*, Niki brings a distinctive, senior-level perspective to conversations about leadership, AI, and enterprise transformation.

WHY THIS MATTERS · Executives face a growing tension:

- Leaders see activity but cannot distinguish it from progress
- Technology advances faster than adoption and operating practices
- Dashboards show milestones but not momentum
- Transformation fatigue grows even when initiatives appear "on track"

WHAT LISTENERS WILL LEARN

- How to detect momentum deterioration early
- How to pace transformation without overwhelming the system
- How AI changes the leadership equation
- How leaders build sustainable momentum that holds

Signature Interview Topics

1. **Why 70% of Transformations Fail — Even When Dashboards Say "On Track"**
   The hidden organizational conditions that weaken long before leaders see trouble.
2. **AI Is Accelerating Change Faster Than Organizations Can Absorb It**
   Why absorption — not acceleration — is the defining leadership challenge of the AI era.
3. **The Executive Blind Spot: What Leaders Can't See in Dashboards or Steer-Co Decks**
   How misalignment, decision friction, and adoption risk quietly build beneath the surface.
4. **Your Technology Is Modern. Is Your Organization?**
   Why modern platforms fail without modern decision rights, workflows, and leadership behaviors.
5. **The Art & Science of Steady Leadership**
   The five leadership moves that build sustainable momentum: See, Connect, Orchestrate, Renew, Expand.
6. **What Boards and Executive Sponsors Must Ask About Momentum — Not Just Strategy**
   How leaders can tell whether their organization can actually carry the change they're asking it to deliver.

SAMPLE QUESTIONS FOR HOSTS

- How does AI widen the gap between acceleration and absorption — and what should executives do now?
- Why do major transformations stall even when leaders believe they're "on track"?
- What does organizational momentum reveal that dashboards and steer-co decks cannot?

ADVANCE PRAISE

"This is not a book of theory. It is a field guide for leaders navigating an age of continuous transformation."

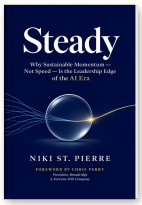
Foreword by **Chris Perry**, President, Broadridge Financial Solutions (Fortune 500 Company)

"Niki St. Pierre gives leaders what transformation plans and dashboards rarely reveal: a clear view of the momentum that determines whether change will stick."

Jim Champy, *New York Times* bestselling co-author, *Reengineering the Corporation*

*"*Steady *gives CEOs, boards, and executive teams a practical way to assess organizational momentum ... and lead transformation that holds."*

Ana Dutra, Former CEO, Korn Ferry Leadership and Talent Consulting



ABOUT THE BOOK — *Steady*

Steady gives leaders a way to understand, measure, and strengthen organizational momentum — the capacity that determines whether change will stick. It reveals why organizations can accelerate change faster than they can absorb it, and offers a practical framework for building momentum that holds.

BOOKING

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