

Nikki Zotto

Organizational Development Strategist®



As an Organizational Development Strategist, Nikki Zotto advises high-performing professionals and growth-stage organizations on scaling performance without unnecessary complexity. Her work focuses on leadership structure, decision-making, accountability, and the systems required for consistent execution.

With nearly two decades of experience spanning real estate, higher education, and organizational development, she has worked with brokerages, associations, and high-performing professionals nationwide. She is a national trainer, adjunct faculty member, and PhD candidate in Industrial-Organizational Psychology, where her research examines how women advance into management roles in residential real estate.

Nikki partners with organizations during critical moments of growth and transition. When expectations outpace structure, performance declines and accountability becomes unclear. She closes that gap by designing frameworks, clarifying roles, and establishing operating rhythms that support sustainable results.

Her approach is practical and direct: strategy has no value unless it translates into consistent execution. **Nikki prioritizes clarity over noise, integrity over impulse, and long-term alignment over short-term momentum.**

PROFESSIONAL EXPERIENCE

REVUP SALES

Organizational Development Strategist

DOUGLAS ELLIMAN

Senior Training and Onboarding Specialist

UNIVERSITY OF NEBRASKA COLLEGE OF ENGINEERING

Recruitment

GRAND CANYON UNIVERSITY

Adjunct Faculty, Real Estate

COLIBRI GROUP

Real Estate Instructor

WESTWOOD COLLEGE

Adjunct Faculty, Marketing

ALACRITY LEARNING CONSORTIUM/NIKKI ZOTTO

National Trainer

LARABEE SCHOOL OF REAL ESTATE (HSNE)

Director of Education

UNIVERSITY OF CHICAGO

Communications Coordinator & Editor

ENGAGEMENT FORMATS

- Executive Advisory (Monthly Retainer)
- Performance Architecture Intensive
- Strategic Instruction & Facilitation
- Course & Performance System Development
- Private Executive Workshops: By invitation only.

*Investment varies based on scope, complexity, and engagement depth. Please inquire for a customized proposal. Travel and lodging expenses apply to in-person engagements.

CONTACT NIKKI

Mobile: 773.251.1751

NikkiZ@NikkiZotto.com

www.NikkiZotto.com

157 East 86th Street
Suite 207
New York, NY 10028

EDUCATION

GRAND CANYON UNIVERSITY

PhD (Candidate) General Psychology
Industrial and Organizational Psychology

ROOSEVELT UNIVERSITY

Master of Science
Integrated Marketing Communications

UNIVERSITY OF NEBRASKA

Bachelor of Journalism - Advertising
Art, Art History, and History

REAL ESTATE EXPERIENCE

Arizona

Broker: BR682980000

Illinois

Managing Broker: 471.019239

Nebraska

Broker: 2017 - 2023