

Dr. Nicole Zwiieg Daly is the Director for Membership & Programming at the Center for Ethical Organizations at the University of St. Thomas Opus College of Business. She earned her B.A. from the University of St. Thomas (UST) with a double-major in Business Management and Journalism-Public Relations. In 2004, she was among the first class to graduate from the St. Thomas School of Law. In 2018, she earned her doctorate degree in Organization Development & Change, also from the University of St. Thomas.

Dr. Zwiieg Daly has nearly 20 years of business management, relationship management, and organization development experience. She has held a variety of leadership and management roles including being the start-up CEO and sole proprietor of a sales and business consulting firm where she worked with international manufacturers and retailers of all sizes - small firms and Fortune 500 companies alike. Prior to starting her own company, she worked as the Director of Operations for an international manufacturing company in Minnesota where she was responsible for the operations, legal management, financial management, and human resources departments of both domestic and international branches of the firm.

Dr. Zwiieg Daly is a researcher, writer, and thought partner to a number of professors at the University of St. Thomas' School of Education and Opus College of Business. Some of her most recent work includes a collaborative study beside management professor, Dr. Rama Hart, on the role of human resources business partners within a Fortune 500 medical company; as well as a research case study along with Organization Development professors, Dr. David Jamieson and Dr. Lora Geiger, titled *Use of Self in Leadership and its Relationship to Team Engagement, Commitment & Well-Being in the Workplace*. She also writes a monthly *Outside Consultant* column for the Minneapolis Star Tribune focusing on ethical business practices.

She is a frequent speaker throughout Twin Cities associations and companies, lecturing on a variety of ethical, principled leadership and organization behavior topics. She is a member of the MNODN and has also presented at the National Organization Development Network and the Western Academy of Management. Dr. Zwiieg Daly is a licensed attorney in the State of Minnesota. When she isn't spending time with her family, her passion for education and giving back to the community is fulfilled by volunteering for her local school district.