

NICKOLAS DOWLER

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EDUCATION

UNIVERSITY OF ILLINOIS

Master of Business Administration (MBA)

Urbana-Champaign, IL

EASTERN MICHIGAN UNIVERSITY

Bachelor of Arts

Ypsilanti, MI

SPEAKING ENGAGEMENTS

GTIC CONFERENCE

Keynote Presenter

Amsterdam, Netherlands

Sept 2024

- Delivered a keynote on AI best use cases in Talent Intelligence and AI Exposure for company consulting, sharing innovative insights with industry leaders

CARE CONFERENCE

Keynote Presenter

Charleston, SC

Sept 2018

- Delivered a keynote on processes and strategies for delivering holistic and meaningful care to patients

EXPERIENCE

NVIDIA

HR Technology Business Systems Architect

Santa Clara, CA

Apr 2025-Present

- Spearheaded the integration of Workday, ServiceNow, Cornerstone and custom built solutions with HR experience initiatives, streamlining processes by 30%
- Steered cross-functional collaboration through strategic workshops and continuous feedback sessions, aligning digital transformation efforts with business objectives, delivering a 35% increase in HR efficiency.
- Designed and implemented 10+ customized HR analytics dashboards using PowerBI, resulting in a 20% improvement in HR decision-making speed.
- Implemented innovative change management and system optimization initiatives, increasing system adoption and boosting operational efficiency across HR platforms.

NVIDIA

Leadership Development Rotational Program Participant

Santa Clara, CA

Apr 2023-Apr 2025

- Led digital transformation initiatives that streamlined processes and enhanced data analytics capabilities
- Hosted and facilitated listening sessions with management, analyzing feedback to drive actionable insights and increase manager understanding
- Designed and implemented interactive dashboards to monitor key performance metrics and visualize session outcomes
- Collaborated across functions to integrate digital solutions and continuously improve operational effectiveness

NVIDIA

MBA HR Compensation Summer Intern

Santa Clara, CA

May 2022-Sept 2022

- Leveraged Tableau, Excel, Workday and Glint to analyze global compensation, total rewards, and sentiment data to build use-case presentation for shift in C-Suite level TC strategy
- Presented findings to C-Suite executives leading to strategy shift in total reward balancing and distribution in targeted markets

Illinois MBA Consulting Project (Strategic Business Innovation)

Champaign, IL

Senior Student Consultant

January-March 2022

- Collaborated with a team of student consultants to explore new revenue streams for Disney's Strategic Business Units
- Completed market analysis and sent concise memo to Disney's CEO outlining the need for integrating Marvel into gaming universe through a role playing or Overwatch type game

FIVE STAR SENIOR LIVING

Mount Pleasant, SC

Lifestyle Director

December 2019-May 2021

- Led creative arts department projects implementing psycho-social interventions for patients resulting in a 3x increase in patient sentiment
- Executed monthly data collection programs capturing patient/family sentiment with personally built HIPAA-compliant Google Sheets to create satisfaction action-items to distribute among inter-departmental leadership team
- Managed several facility-wide policy projects based on State, Federal and DHEC parameters which led to a 0% rate of disease transmission and 2x increase in patient/family satisfaction score

VIBRA HOSPITAL OF CHARLESTON

Mount Pleasant, SC

Advocacy Director

November 2017- December 2019

- Managed and created content for hospital's Facebook, Instagram, and YouTube accounts, leading to a 12.5x increase in followers across platforms
- Founded and chaired inter-departmental committee engaged in boosting employee satisfaction leading to 67% reduction in attrition
- Chaired hospital-wide Ambassador program, boosting patient satisfaction from 54% recommended to 87% in one year

Additional Experience

Google Analytics Certification, Python, JS, Excel, Tableau, R, SQL, PowerPoint, Dashboard Design, Data Analysis, Workday, Microsoft Project, Workfront, Sprinklr, Digital Marketing, AdWords, Organic and Paid Media, Compensation Analytics, Sentiment Analysis, Market Analysis, Digital Transformation, Change Management, Cross-Functional Leadership, Executive Presentation, Keynote Speaking, Listening Session Facilitation, Project Management, Strategic Planning, Compliance Management, Policy Implementation, Data Visualization, Strategic Innovation, Empathy, Growth Mindset, Agility, Creative Arts, Music Composition