

Résumé

Edwin J. Nichols, PhD., is a Clinical/Industrial Psychologist, working in Organization Development. He is Director of **Nichols and Associates, Inc.**, an applied behavioral science firm. The goal is to restructure organizations to achieve **systemic congruence** in process through **cultural competence** in leadership. An assessment of corporate systems and structures is made to achieve **systemic congruence** within the organization. Corporate staff and management styles are evaluated to ascertain cultural competence and enhance leadership capacity. Dr. Nichols' hallmark paradigm: The Philosophical Aspects of Cultural Difference affords insights into the *essence of ethnic difference* from the philosophical disciplines of Axiology, Epistemology, and Logic. The awareness of self and others facilitates **cultural competence** in leadership, which fully utilizes their multiethnic, pluralistic, and linguistically diverse workforce. This 21st Century's team-orientated workforce is the value added; it restores the competitive edge and increases the market share. He has provided these services to Fortune 500 Corporations, foreign governments, national government agencies, parastatals, associations, and health and mental health systems.

International Organization Development consultation has been to the British Commonwealth of Nations *Centre for Management Development* in Canada, Guyana, Nigeria, Singapore, and the United Kingdom. Other foreign engagements include Germany, Austria, Switzerland; Mexico, Columbia, Argentina, Venezuela; Japan, Malaysia, and China. Dr. Nichols offers *Executive Coaching* per Ernst Kretschmer's (German) and Ivo Kohler (Austrian) models.

Dr. Nichols retired from the National Institute of Mental Health, where he held various clinical administrative positions. He was the first African American to serve at the level of Center Chief – Child and Family Mental Health. Directed Technology Transfer, he used meta-analysis to convert myriad research findings to a matrix for applied clinical practice, which was the first video teleconferencing to Community Mental Health Centers as distance learning seminars. 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 Cleveland Job Corps Center for Women, he introduced the concept of place as a totally therapeutic milieu. He taught Psychiatry at Meharry Medical College, Nashville. There, he developed the nation's first Adolescent Day Hospital where clients were mainstreamed into the public junior high school. At the Kansas Neurological Institute, an affiliate of the Menninger Foundation, Topeka, he demonstrated dance therapy as an intervention model for the severely intellectually disabled and the extremely physically challenged. He is District of Columbia licensed, served two terms on the DC Board of Examiners for Psychology. Maintained a psychotherapy practice and taught at local colleges.

Dr. Nichols was educated at Assumption College, Windsor/Canada; Eberhardt-Karls Universität, Tübingen/Germany, under Kretschmer; Das C.G. Jung Institut – Zürich; Leopold-Franzens Universität, Innsbruck/Austria where he received his Doctor of Philosophy in Psychology and Psychiatry, *cum laude*, under Kohler. Psychoanalytiker – Innsbrucker Arbeitskreis für Tiefenpsychologie unter Grünewald. His awards include being a Fellow of the Austrian Minister of Education; a Visiting Scholar for the Rockefeller Foundation at the Bellagio Study Center, Italy; Harvard University Foundation, Distinguished Clinical Psychologist; University of Toronto and Universidade Estadual do Piauí, Brazil - Distinguished Psychologist; Public Service Awards from the United States General Service Administration, the Department of Justice and the Social Security Administration. He is a founding member of the Association of Black Psychologist, a life member, an Elder, a Diplomate and Distinguished Psychologist. University of the District of Columbia, Doctor of Humane Letters, *honoris causa*. 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, Charlotte, NC 28271
Selected Aspects of Mentoring: Advice, Challenges, and Approaches; Webb, Cooke, Nichols, Talley, Henderson: 2019 - Kendall Hunt Publishing Company, Dubuque, IA 52004-1840