



Vakassia "V.J." Niles, MBA

Career Strategist & Transformational Speaker

Vakassia "VJ" Niles is founder of The Niles Group, a Career Strategist, and international transformation speaker that helps midcareer professionals develop their careers with essential tools and strategies. With 20+ years of experience across 4 industries, she is able to help professionals pivot in their careers, excel in their companies, build professional brands, and network effectively for business growth. She helps companies build diverse pipelines and better leaders. She's a contributing author in "Just Me: The Business Woman's Personal Branding Guide" and frequently speaks on career and professional development, pivots, sponsorship, and networking. Her past speaking engagements include Panasonic, Tesla, GlaxoSmithKline, Centene, Enersys, DisruptHR NYC, Atlanta SHRM, MISHRM, NCSHRM, HACE, and National Black MBA Association.

Testimonials

Thank you for the wonderful talk you gave to Enersys Women in Leadership for International Women's Day. The event was extremely well-received by all. Here is some of the feedback.

"The presenter was very real and had tangible advice for all of the attendees."

"It opened my mind to thinking of things in a different way and made me feel empowered to control the direction of my life."

"The speaker really resonated with what most of us women feel. It felt more like a friend was giving the presentation and really got the audience's attention."

Amanda Finneran, Enersys Women in Leadership

Workshop Topics

The Power of Sponsorship: Building Pathways for Emerging Leaders

Sponsorship is a critical driver of career acceleration, yet too often organizations confuse it with mentorship. In this interactive workshop, participants learn the differences between mentors, sponsors, and accountability partners, and explore how sponsorship creates tangible pathways to leadership. Through a guided "Personal Board of Directors" exercise, attendees identify who is championing their careers and where the gaps exist. This session sets the stage for organizations to build stronger, more intentional succession pipelines.

Leading Across Generations: Strengthening Teams for the Future

With four generations working side by side, leadership is more complex—and more powerful—than ever. This workshop helps participants understand generational values, identify points of friction, and leverage the strengths of Boomers, Gen X, Millennials, and Gen Z in the workplace. Using various methods and interactive exercises, attendees gain practical insights and strategies they can immediately apply to strengthen collaboration, enhance communication, and build more cohesive, future-ready teams.

AI and the Future of Leadership: From Replacement to Reinvention

As AI transforms every corner of the workplace, the question isn't "Will leaders be replaced?" it's "How will leaders evolve?" In this forward-thinking session, participants learn how to lead teams through AI-driven change, use AI ethically in people development, and redesign leadership models to keep human judgment at the center. Attendees leave with an action plan for embedding AI into their leadership and succession strategies without losing the human touch.



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Career Strategist, Speaker & Author

Designing Leadership for the Long Game

Today's leaders must prepare for longer, nonlinear career paths and evolving workforce demands. This workshop introduces the concept of leadership longevity how to prepare leaders not just for current roles, but for the next decade of change. Participants explore strategies for reskilling, mid-career pivots, and future-ready leadership design. Organizations gain a forward-looking framework that ensures their pipeline is adaptable, resilient, and sustainable.

Additional Services

- Group Leadership Coaching
- Executive Leadership Coaching

Past Speaking Engagements



VJ was simply amazing! Everything from her responsiveness during the planning phase to the execution of the sessions, she was a joy to work with. VJ uses her knowledge and experience in the work force to help others learn how to own your career journey by positioning your talents and sharing your career narrative. VJ utilized real-life scenarios of the participants in the session to provide concrete examples of how you can identify your super power based on soft and hard skills and how to weave that within your narrative. The tools she provided, including the Ultimate Career Leap Workbook, gave participants a way to identify and create a plan to move their career forward. VJ is engaging, personable, thorough and collaborative. It was an absolute pleasure working with her.

Sabrina Wannamaker, Centene Corporation



VJ totes the kind of character anyone willing to breakout and break free needs in our society today. She is unapologetically straight forward yet compassionate at the same time, forcing you to re-evaluate the way you've always viewed the success ladder. She was a recent talk host at our Women In Tesla Lunch & Learn series, and her thought provoking presentation, The Ultimate Career Leap, helped us see where we may be missing the mark as women on a career trajectory

Yvette Oriakhi, President, Women In Tesla-Satellite