

Leadership Coaching and HR Advisor Nicole Miller of Miller Workforce Solutions Recently Featured on Close Up Radio

HUDSON, FL, UNITED STATES, December 8, 2025 /EINPresswire.com/ -- After nearly three decades of driving leadership development and employee engagement within complex healthcare systems, Nicole Miller is charting a new course with the launch of Miller Workforce Solutions, LLC. Her mission: to help organizations build resilient, high-performing cultures where leaders and employees can do their best work.

Nicole Miller's career in human resources has been defined by results and relationships. As a trusted advisor to executives and front-line staff across acute care hospitals, surgery centers, physician practices, and more, Miller has always prioritized strategic alignment between people and business objectives. Her expertise includes everything from talent acquisition and retention to change management, conflict resolution, and organizational effectiveness.



But for Miller, the work has never been just about policies or procedures. "I've seen firsthand how disconnects between leadership, culture, and performance can push organizations into a survival mindset," she explains. "When team members aren't valued or supported, patient care suffers and business goals slip out of reach. I believe organizations need a genuinely people-first approach to realize their full potential."

This conviction inspired her recent move: leaving a senior HR director role to open her own consulting practice. Miller Workforce Solutions, LLC, partners with organizations, especially those in healthcare and growing small-to-mid-sized firms, to address the leadership and engagement

challenges that can make or break success.

A Proven Track Record Across Leading Healthcare Systems

Nicole Miller's professional journey includes leadership positions at Florida Cancer & Research Specialists, Bravera Health, Riverside Health System, Sentara Healthcare, and more.

Throughout these roles, she has:

- Guided organizations through accreditation transitions and regulatory compliance, including major initiatives such as moving from The Joint Commission to DNV accreditation.
- Launched and refined on boarding programs that dramatically reduced first-year turnover by up to 50 percent.
- Designed and delivered leadership development and coaching programs, directly contributing to improved employee engagement and retention.
- Implemented HR technology systems (including Workday), standardizing processes while enhancing employee experience.
- Served as a trusted coach and advisor, developing leaders at all levels to meet today's unique demands.

Miller holds a Master of Professional Studies in Human Resources and Employment Relations from Penn State University, a Bachelor of Science in Business Administration from Mount Olive College, and professional certifications from both HRCI and SHRM.

A People-First Approach That Drives Results

At the heart of Miller Workforce Solutions is a belief that strong cultures and business outcomes go hand in hand. Miller's consulting focuses on:

- Leadership Coaching: Offering individualized and group coaching to develop emotionally intelligent, adaptable leaders equipped to succeed in today's environments.
- Employee Engagement Strategies: Helping organizations connect team members to shared goals, building loyalty and motivation through proven on boarding, communication, and feedback processes.
- Development Programs: Delivering customized leadership training and succession planning, so organizations can invest in their talent and prepare for sustainable growth.



- HR Consulting: Supporting organizations without dedicated HR resources by setting up policies, ensuring compliance, and providing expert guidance tailored to their unique needs.

Her people-first approach includes regular check-ins with employees, fair and consistent management practices, and a focus on giving leaders the tools they need before stepping into new roles. Miller is passionate about the importance of emotional intelligence, noting that when leaders are self-aware and able to build authentic relationships, staff retention and team resilience improve dramatically.

Meeting Today's Challenges in Healthcare and Beyond

Miller's experience has highlighted some of the most pressing challenges facing organizations today. These include the risk of leadership burnout, declining employee engagement, and the critical need to align HR strategy with organizational objectives. She has also witnessed how outdated mindsets about the role of HR can hold businesses back, as some leaders continue to see HR as a transactional function rather than a strategic partner.

"Too often, organizations promote talented employees without providing the right development or support," Miller explains. "That sets leaders up for frustration and failure, when a little investment in coaching and training could help them thrive."

Delivering Value to Small and Medium Organizations

While healthcare organizations remain a top focus, Miller Workforce Solutions also serves small-to-medium businesses without dedicated HR departments. These organizations often face unique challenges around leadership development, employee relations, and compliance. Miller's consulting offers practical solutions, from establishing onboarding programs to building out core HR functions tailored to each client's needs.

About Nicole Miller and Miller Workforce Solutions, LLC

Nicole Miller is a seasoned HR executive with close to 28 years of experience partnering with organizations to create strong, people-centered workplaces that drive business results. Miller Workforce Solutions, LLC offers leadership coaching, employee engagement consulting, and HR advisory services to healthcare systems and growing organizations across industries.

Close Up Radio recently featured Nicole Miller, M.P.S., PHR, SHRM-CP, founder of Miller Workforce Solutions in an interview with Jim Masters on Tuesday December 2nd at 2pm EST

[Listen to the Podcast](#)

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For more information about Nicole Miller, M.P.S., PHR, SHRM-CP and Miller Workforce Solutions, please visit <https://millerworkforcesolutions.com/>

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