



Nebo Workshops & Wellness Programs

Topics:

- Personal Sustainability: Abandoning the Myth of Work/Life Balance
- Resilience: Leading and Living from Center
- The Three Marriages
- MOMreturns: Navigating the Return to Work Post-Baby(ies)
- The Executive Family: Understanding the Impact of Career on Family
- Breadwinning: On Being the Alpha Earner
- Midlife: Holding Your Own While Caring for Others
- Visioning for Visionaries
- Make Your Vision Real for Teams
- North Star Personal Vision Series
- Leading with Awareness: Understanding How Others See You
- Leading from Sufficiency Rather Than Scarcity
- Leverage for Busy People: Learning How to Work Smarter, Not Harder
- How to Make the Most of Mentoring
- Mentoring the Middle
- Networking: What is it? Why love it?
- Coaching Skills for Managers
- The Art and Practice of Leadership Communication

Overview

The Nebo Company works closely with leaders at all levels of high performance organizations. We are a leadership development company focused on helping people master the skills of leadership to bring forth their highest capabilities in the workplace.

Through coaching conversations and work with teams, we see the undeniable connection between one's performance at work and what's going on outside of the workplace. We know that it is impossible to leave personal concerns aside while focusing on the job. Our research explores the correlations between career stage and life stage – and what matters most to people at each stage.

Nebo is dedicated to helping people bring their best to work – and this means bringing *our* best designs forward to help address the concerns and issues that frequently sabotage promising careers. We believe in meaningful work in the context of a whole life.



Approach

The content of most of our programs can be adapted for a variety of formats. We frequently provide:

- “Round Table” Discussion Groups
- ½ Day Workshops
- Full Day Workshops
- 3-Day Retreats

Often, organizations like to engage a series of round table discussions or ½ day programs. Any of the topics below can be provided in the formats described above. Additionally, you may add one-on-one or group coaching to the programs in order to support the on-going success of participants at using these principles.

We speak and facilitate on topics that include:

- Personal sustainability
- Leadership communication
- Career development and strategies
- Work/Life balance
- The confluence of work and family life
- Living and leading from a mindset of sufficiency rather than scarcity
- Personal and organizational visioning
- Building a personal and professional support system

Note: Each program includes materials and resource lists.

Programs:

Personal Sustainability: Abandoning the Myth of Work/Life Balance

This program invites participants to examine their personal “sustainability.” Throwing out the old concept of “work/life balance,” our facilitators connect participants with a new and dynamic approach to living and working. Attendees will take a brief personal sustainability quiz, which covers the domains of life that are relevant to sustaining: mind, body, emotion, spirit, financial and relationship with the others and the world.

Take aways?

- New distinctions about the relationship between self-care and peak performance
- A clear and personal focus on the aspects of your life that need priority and attention
- Strategies and tactics for managing and improving your energy
- Resources to help you continue to explore personal sustainability



Resilience: Leading and Living from Center

Do you find yourself distracted, overwhelmed and operating in reactive mode? This workshop takes a close look at how to improve your focus and remain resilient and effective even when life throws curve balls your way. Drawing from the work of somatic coach Richard Strozzi-Heckler and Zen master Thich Naht Hahn and others, we will teach simple and useful centering practices. Each

participant will work on a personal plan to improve resilience and daily effectiveness. This program addresses health and well being in the four domains of mind, body, spirit and emotion.

Take aways?

- Centering practices that take little effort yet significantly improve your experiences each day
- Identification of what “triggers” you, causing reactive behavior
- A personal plan for improving your resilience and the quality of your presence

The Three Marriages

Poet David Whyte’s book, [The Three Marriages: Re-imagining Work, Life and Relationships](#), is the basis for this original program. According to Whyte, we humans are involved not just with one marriage to a significant other. We have made secret vows to our work and unspoken vows to an inner, constantly developing self. Join us in an exploration of the three most significant relationships you are in: marriage to self, marriage to other(s), and marriage to work. Participants find startling and useful insights about each of their marriages – and identify important actions and goals to take from this workshop.

Take aways?

- A fresh perspective about your life and work
- New distinctions about partnership that are immediately useful for each of the three marriages in your life
- A personal action plan to make valuable changes in aspects of your life that deserve attention

MOMreturns: Navigating the Return to Work Post-Baby(ies)

In 2010, Nebo is launching the first-ever coaching program customized to address the specific concerns of women who are having babies, returning to work after the birth of a child or returning after time away to raise a family. Hundreds of women have shared their experiences in our focus groups,



interviews, surveys and coaching conversations, providing us with a deep understanding of what's on the minds of women at this life stage. As a leadership development firm, we bring our knowledge of leadership and career success together with the wisdom derived from our work with professional women over many years. We offer women a place to talk and share, as well as provide real and proven strategies, tactics and methods of support that can make this transition much easier.

This offering is well suited to any format. We enjoy offering it as a round table series to allow focus on particular topics of interest to participants.

Take aways?

- Safe and supportive environment for discussion of work/life issues
- Strategies, best practices, tactics and resources to enhance discussion of topics
- One-on-one or group coaching is available to provide sustaining benefit to participants

The Executive Family: Understanding the Impact of Career on Family

What does it mean for a family when one or both parents are promoted to positions of significant responsibility on the job? Join us for an exploration of the implications of a successful career for a growing family. We will explore the basic needs of every family, common concerns of working executive parents and children, how to navigate competing commitments, and take a look at strategies that have helped other “executive families” stay on track with their goals as a family.

Take aways?

- Safe and supportive environment for discussion of tough issues
- Sharing of strategies and best practices
- Resources to support successful family life from a career-friendly perspective

Breadwinning: On Being the Alpha Earner

According to the most current research, women are earning more than their husbands today. Due in part to the lay-offs of men due to the recession and the fact that more women are earning advanced degrees and entering the workforce than every before, this new reality is changing the game for women and men at work and at home. Family breadwinner and entrepreneur Kate Ebner leads this session, which is a discussion of what it means to be the primary earner in a family today. This session may be delivered for men and women or women only.



We will explore traditional stereotypes about work and roles in family. Kate will share strategies and tips that she has developed from her own experience as well as her extensive coaching practice. This is the chance you've been waiting for to talk about your responsibilities and learn how others are thinking about similar challenges. We will also look at your own self-expectations and how they may be affecting your experience.

Take aways?

- Safe and supportive environment for discussion
- Sharing of strategies and best practices
- Resources to support successful family life from a career-friendly perspective

Midlife: Holding Your Own While Caring for Others

As part of our career stage/life stage series, our clients have requested a special discussion for those in the middle of life. Just as one reaches pinnacle career achievement, the children are off to college and elderly parents need attention and care. This confluence of responsibilities can be both overwhelming and rewarding. Join us for a discussion of how to hold your own while caring for others. We will set new life goals, identify where your energies are most needed, establish a plan for support of YOU, and discuss boundary setting at this stage of life.

Take aways?

- A vision for this chapter of your life
- A list of priorities to guide your daily choices
- A self-care plan for you
- Materials to support on-going well-being
- Resources to support successful family life from a career-friendly perspective
- One-on-one or group coaching is available to enhance and sustain the learning from this offering

Visioning for Visionaries

Often people hesitate to develop a powerful and inspiring vision for their work and their lives. Drawing on years of working with the visioning process inside and outside of organizations, we provide the safe and creative space as well as an engaging process for you to connect with your own inner vision. Visioning is right brain work. This program allows you to relax, play, and create all while creating a vision that will guide you forward.



Take aways?

- Your vision and a creative expression of that vision to take home
- A deeper understanding of what matters most to you and of your own gifts
- A plan to begin manifesting your vision
- A workbook to complete as you continue the journey

Make Your Vision Real for Teams

A shared vision is essential to delivering the results that are required in your organization. We work with executive teams, cross-functional teams, and small groups to help you develop a clear and compelling vision for your work together. Come prepared to work together in surprising new ways. We use a blend of storytelling, visioning, creative process and planning to guide this experience. This program is best delivered in a 2-3 day workshop or retreat format.

Take aways?

- Shared vision – written document plus creative output to reflect this vision
- Shared experience and connection – this program connects participants and builds relationships in new ways
- A plan for moving ahead to make the vision real

North Star Personal Vision Series

Our clients have requested private visioning work so we designed the North Star Personal Vision series. Whether you choose one experience or several, this is an experience you will never forget. Work two-on-one with two coaches who guide you through a specially designed process for crystallizing your own vision. This workshop is an excellent choice when you are beginning a new venture, thinking of changing something significant in your life or work, uncertain of which direction to go, or preparing to take a big next step in your life.

The North Star series can be provided for a small private group upon request and would be delivered as a 2-3 day retreat.

Take aways?

- A crystal clear vision of the future you would like to create for your life and/or work
- An understanding of how fear affects your decision-making and sense of possibility
- Identification of the support network needed to realize your vision
- A strategic planning document that captures your work and gives you a starting point towards the future you want



Leading with Awareness: Understanding How Others See You

Do you ever wonder how others see you? Using the well-known DISC assessment as pre-work, we look at your natural behavioral style and how you are adapting at work to be successful. We will help you see where you are stretched too far, where you can tap more into the strengths of your natural style, and how your behavior looks and feels to others who work and live with you.

We often pair this assessment with the PIAV (Personal Inventory of Attitudes and Values), which gives you a look at your values and how they compare to others. Taken together these assessments tell us not only how you behave, but also what motivates your behavior. This workshop includes one-on-one private debriefings with each participant plus a team or group debriefing. The 1- day team debrief gives us a chance to discuss the natural tendencies of your team and how to strengthen your work together.

Take aways?

- Personal DISC and PIAV assessments and debriefing
- Insights about how to use the results to improve relationships and performance
- Insights about “best use” of you in the organization
- Understanding of how to utilize the diversity of styles and values of your team

Leading from Sufficiency Rather Than Scarcity

Times are challenging and evidence of “not enough” is all around us. However, leaders who operate from fear-based thinking rarely create the results they are aiming for. Inspired by the work of humanist and global leader and fundraiser for The Hunger Project, Lynne Twist, this workshop will connect you with another way of looking at your challenges. We will shift the paradigm from scarcity to sufficiency, teaching you distinctions that can change your life and your leadership. [The Soul of Money](#) by Lynne Twist is required reading for this program, which can also be offered as a reading circle or book group series.

Take aways?

- A new paradigm for leading, working and living
- A fresh approach to meeting your challenges
- Practices for supporting sufficiency as a mindset
- An action plan for work and life based on sufficiency exercises experienced in the workshop

Note: Nebo Company leaders Kate Ebner and Jan Kearce are regional leaders of the leading edge Global Sufficiency Network, a movement to help people connect with their inner and outer resources.



Leverage for Busy People: Learning How to Work Smarter, Not Harder

Kate Ebner teaches leadership coaches how to coach overwhelmed people using the framework for personal leverage that she developed and wrote about in On Becoming a Leadership Coach: A Holistic Approach to Coaching. Now you can learn how to give yourself leverage by managing your time, resources, priorities and energy differently. We use the Nebo Leverage Framework to show you how to work smarter, not harder. Develop your own customized strategy for shifting the way you work while upholding high quality results. Kate teaches “calendarizing”, prioritization and energy management skills that will enable you to get more done with the same or less effort.

Take aways?

- Nebo Leverage Framework
- Personal Leverage Plan
- Practical strategies for sustaining improved leverage

How to Make the Most of Mentoring

Our clients call on us to teach mentoring skills as well as how to make the most of being mentored. This popular program provides an overview of the mentoring relationship and strategies and best practices that ensure that your mentor relationships will be high quality and positive experiences. We teach you how to prepare for mentoring, what to talk about, and how to follow up. For mentors, we share powerful coaching questions that open up the conversation as well as deep listening skills. We help you set boundaries and ensure that the mentoring experience is a wonderful reciprocal relationship.

This program is interactive and allows for practicing roles.

Take aways?

- How to Make the Most of Mentoring materials
- Distinctions about effective mentoring
- Instructions on how to “drive your own development”

Mentoring the Middle

Managers experience challenges that are different than entry-level employees or senior leaders. Your mentor program can yield powerful results if those who mentor the middle level of your organization understand how best to support those challenges. We will focus on common topics of concern and will teach best mentoring practices to address those themes. Communication skills covered include: powerful questions, deep listening, creating awareness, direct



communication, and managing accountability. We also talk about what NOT to say.

Take aways?

- Mentoring the Middle materials
- Distinctions about effective mentoring of managers
- Communications skills that support positive mentoring

Networking: What is it? Why love it?

We originally designed this program for the Women In Technology program, where the topic was much requested. If you've always thought of networking as uncomfortable "schmoozing," attend this workshop to discover what networking today really is and how to have fun doing it well. Our focus is building relationships rather than transactional exchanges. We provide opportunities to practice and share our knowledge about why networking is particularly critical for women.

Take aways?

- Fresh approach to networking
- New relationships
- Skills and practices to get you started
- Networking: What is it? Why love it? Materials

Coaching Skills for Managers

Organizations increasingly recognize the value of a coaching approach to many management challenges. What do executive coaches know that could be useful to you as a manager? Great coaches are masters of conversation. They know that leadership *is* conversation. Engage our facilitators to teach basic coaching skills to your managers. Skills include: establishing trust, using powerful questions, creating awareness, direct communication, deep listening, designing action and managing accountability.

This workshop is best offered in a 2 or 3-day format, although particular skills can be taught in a series.

Take aways:

- Powerful skills to improve the quality of management and open up new possibilities for your organization
- Materials from Coaching Skills for Managers



The Art and Practice of Leadership Communication

In our work as executive leadership coaches, we find that most organizational issues are caused by poor communication. Join us to learn how acts of speech can dramatically change relationships and results for the better. We will teach how to make clear requests that lead to more reliable performance, how to move beyond opinions to more substantive conversation, how and why to shift conversation from the past to the future and present tense, and how to encourage and inspire results from team members.

Take aways:

- Powerful skills to improve the quality of management and open up new possibilities for your organization.
- Materials from The Art and Practice of Leadership Communication

NOTE: Our subject matter expertise is vast. Ask about a topic of interest that's not on this list. We develop and customize workshops to suit the expressed needs of our clients.

