

## Nancy Cebula

Nancy Cebula is the Owner and Principal Consultant of People in Charge, LLC. People in Charge works with organizations and communities in the public and private sectors, helping them maximize their effectiveness through the participation of their people. The focus of her work is to help groups of people work together to build strong and vibrant organizations through participative planning, work design, and organizational learning. This results in an organization that has a clear picture of its future; values true participation by all employees; encourages learning and development; and places responsibility for control and coordination of work at the level where the work is done, leading to increased quality, customer service, staff satisfaction, and productivity.

Ms. Cebula is a co-author of the National Institute of Corrections APEX (Achieving Performance Excellence) Guidebooks, a seven book series on change management, organizational culture, leadership, and performance enhancement ([www.nicic.gov/apex](http://www.nicic.gov/apex)). She is a co-author of the book *Futures that Work: Using the Search Conference to Revitalize Companies, Communities, and Organizations*. She is a contributing author in the book *People in Charge: Creating Self Managing Workplaces* by Robert Rehm, Hawthorn Press, 1999. Her work is featured in *The Search Conference* by Merrelyn Emery and Ronald Purser, Jossey-Bass, 1996, and *The Self Managing Organization* by Ronald Purser, The Free Press, 1998. The video, "Team Based Management" by Blue Sky Productions, is about her work with the Federal Judicial Center, where offices redesigned to be more self managing all around the country.

Nancy has been working as a change agent since the 1970's, from early work as a juvenile probation officer to large systems work as an organization development consultant. She has worked with clients in the non-profit, public and private sectors, including Hewlett Packard, Microsoft, the Land Bank of South Africa, United Airlines, the National Institute of Corrections, DuPont, The Prudential Assurance Company (UK), Justice System Assessment and Training, U. S. Forest Service, U. S. Court System, the Federal Aviation Administration, Family Justice (Vera Institute), Intervention Inc., PFLAG, Valparaiso University, the University of Colorado at Denver, the Royal Mail (United Kingdom), the states of Colorado, Michigan, Missouri, Nebraska, North Dakota, Oregon, and Texas, and in communities such as Vail, Colorado, and the Macatawa area of Michigan. She has also worked in Canada, South Africa, Russia, Ireland, and the United Kingdom with leaders in public service, education, health and human services, finance, alternative energy, communications, advertising, retail, and manufacturing.

Nancy co-founded and serves as board President of the Knick O'Time Horse Rescue; sits on the Advisory Board of E-Tutor, a global on-line school; is a member of the PFLAG Boulder County board of directors. She is the Past-President of the Colorado Business and Professional Women's Education Foundation, a non-profit organization whose mission is to help women attain self-sufficiency through education.

Ms. Cebula holds a Master's Degree in Organizational Management, a Bachelor's Degree in Sociology, and is certified in mediation and conflict resolution, the Organization Workshop, When Cultures Meet, and various other management programs.

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