



Nancy Cebula

Organization Development Consultant

Contact Information

Address:
1460 Judson Drive
Boulder, CO 80305

Telephone:
Office 303.499.1607
Cell 720.244.4530

Email:
nancy@peopleincharge.org

Website:
www.peopleincharge.org

Skills and Expertise

Organization Development

- Change Management
- Meeting Facilitation
- Organizational Design
- Performance and Process Improvement
- Strategic Planning

Organizational Learning

- Training: Curriculum Design, Development and Delivery (Partial List of Topics)
 - Change Agent/Change Team
 - Cognitive Behavior Intervention Strategies
 - Introduction to Correctional Leadership
 - Ethics in Corrections
 - Evidence-Based Practices
 - Introduction to Motivational Interviewing
 - Enhancing Organizational Performance
 - Transformational Leadership
- Leadership Development
- Executive Coaching

Business Writing

- Guidebooks
- White Papers
- Articles

Client List (Partial)

Family Justice (Vera Institute)

Federal Aviation Administration

Hands & Voices Intervention Inc.

The Land Bank of South Africa

Microsoft (US, UK and Southern Africa)

National Institute of Corrections

PFLAG

The Prudential Assurance Company (UK)

The Royal Mail (UK)

Publications

Cebula, Nancy and Elizabeth Ritter, eds. 2012. *APEX Resources Directory Volume 1: Change Management and the APEX Domains*. Washington, DC: U.S. Department of Justice, National Institute of Corrections.

Billson, Janet Mancini, PhD, Nancy Cebula, Theresa Lantz, Elizabeth Ritter, and Tom Ward. 2012. *APEX Resources Directory Volume 2: Communications, Focus Groups, and Team Development*. Washington, DC: U.S. Department of Justice, National Institute of Corrections.

Bogue, Bradford, and Nancy Cebula. 2012. *Applying the APEX Assessment Tools for Organizational Assessment*. Washington, DC: U.S. Department of Justice, National Institute of Corrections.

Cebula, Nancy, Elizabeth Craig, Christopher Innes, Theresa Lantz, Tanya Rhone, and Tom Ward. 2012. *Culture and Change Management: Using APEX To Facilitate Organizational Change*. Washington, DC: U.S. Department of Justice, National

<p>The States of Colorado, Iowa, Kentucky, Michigan, Missouri, Nebraska, North Dakota, Oregon, Texas United Airlines</p> <p>U. S. Forest Service</p> <p>U. S. Federal Court System</p> <p>University of Colorado at Denver</p> <p>Valparaiso University</p>	<p>Institute of Corrections.</p> <p>Cebula, Nancy, Elizabeth Craig, John Eggers, PhD, Marge Douville Fajardo, James Gray, COL (Ret), and Theresa Lantz. 2012. <i>Achieving Performance Excellence: The Influence of Leadership on Organizational Performance</i>. Washington, DC: U.S. Department of Justice, National Institute of Corrections.</p> <p>Cebula, Nancy, Theresa Lantz, and Tom Ward. 2011. <i>APEX: Building the Model and Beginning the Journey</i>. Washington, DC: U.S. Department of Justice, National Institute of Corrections.</p> <p>Cebula, Nancy, Theresa Lantz, and Tom Ward. 2012. <i>Understanding Corrections through the APEX Lens</i>. Washington, DC: U.S. Department of Justice, National Institute of Corrections.</p> <p>Horton, Paul and Nancy Cebula. 2011. <i>Achieving Sustainability within Correctional Industries</i>. Baltimore, MD: NCIA News Summer Issue, p. 37.</p> <p>Rehm, R., N. Cebula, F. Ryan, and M. Large. 2002. <i>Futures that Work: Using the Search Conference to Revitalize Companies, Communities, and Organizations</i>. Gabriola Island, Canada: New Society Publishers.</p> <p>Rehm, R. 1999. <i>People in Charge: Creating Self Managing Organizations</i>. Gloucestershire, England: Hawthorne Press.</p>
<p>References available upon request.</p>	<p>Work Experience</p> <p>24 years People in Charge LLC Owner and Principal Consultant</p> <p>6 years University of Colorado Human Resources Officer</p> <p>8 years 16th Judicial Circuit Court, Illinois Juvenile Probation Officer</p>
	<p>Education</p> <p>1973 Bachelor of Arts in Sociology with Corrections Concentration</p> <p>1991 Master of Arts in Organizational Management</p> <p>Certifications</p> <p>1978 Short-Term Family Therapy</p> <p>1994 Mediation</p> <p>1995 The Search Conference and Participative Design</p> <p>1998 The Organizational Workshop</p> <p>2008 Motivational Interviewing 101</p> <p>2015 When Cultures Meet</p>