



carol enneking

SPEAKER • AUTHOR • ADVISOR



**Helping people
move from burnout
and busyness to lives
rooted in purpose
and peace.**

Media Kit



“ Carol’s speaking engagement on unlocking career growth and fulfillment was nothing short of exceptional. Her personable and down-to-earth approach, combined with her clear and understandable delivery, provided our employees with extremely practical guidance, solutions, and tools. With over 300 employees attending her session, Carol’s impact was truly remarkable. Beyond her outstanding performance on the day of the event, Carol proved to be a true and trusted partner in the preparation process. She was patient and took the time to meet with HR Business Partners and members of the Employee Experience team to ensure her messages resonated with our employees and met the session’s objectives. The session handout and post-session handouts she provided have been invaluable for continued learning.

I highly recommend Carol as a speaker. She is a wonderful, knowledgeable partner and a pleasure to work with.”

Pooja Patankar, HR Talent Management, Phillips66

“ Carol Enneking was an outstanding speaker at our recent leadership conference. She engaged our leaders through meaningful reflection, discovery, discussion, and application of ideas around culture and leadership. Carol reinforced our two central themes, talent reviews and engagement survey results, with clarity and impact, **leaving our leaders inspired and better prepared to take action.**”

Steve Hernandez, Vice President, Organizational Development, PetroLedger

Meet Carol Enneking

Transformational Speaker Redefining What Success Really Means

I'm Carol Enneking—speaker, author, and founder of The Rebalancing Revolution™, a movement helping high-achieving women and organizations redefine success with clarity and confidence. Through my work—*The Rebalancing Act*™ and Rebalancing Revolution™—I help people move beyond burnout and busyness to lead lives rooted in purpose and peace.

Driven professionals are often praised for their ambition, intelligence, and relentless determination. But beneath the accolades lies a quiet truth: the pursuit of everything often leaves us feeling like we're not enough. We're overbooked, overextended, and quietly burning out in the name of achievement. I've been there—and I've made it my mission to help others step off that treadmill and into something more fulfilling.

My work bridges leadership, psychology, and personal transformation—creating practical pathways for sustainable success.

Through my speaking, I uncover the hidden traps high-achieving people fall into—perfectionism, people-pleasing, and performance pressure—and offer powerful, practical strategies to create space for what truly matters. My talks blend personal storytelling, deep insight, and audience-affirming humor to help professionals reconnect with their values, reset their priorities, and reshape their legacy.

Audiences don't just listen—they see themselves in my stories. They leave not just inspired, but equipped to make meaningful changes. Because when we stop chasing balance and start practicing rebalancing, everything shifts.

Let's transform the way we live and lead—one intentional choice at a time.

“Carol stands out among speakers because she relates with audiences through her vulnerability, real world examples, and personal anecdotes.”

– Laurie Kosek, Vice President of Human Resources





A Legacy of Leadership, A Voice for Rebalance

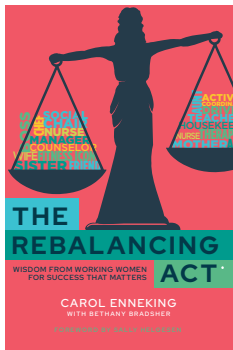
EXECUTIVE EXPERIENCE. TRANSFORMATIONAL IMPACT. HUMAN-CENTERED INSIGHT.

I am a speaker, advisor, and author of *The Rebalancing Act: Wisdom from Working Women for Success that Matters*. I've spent more than three decades navigating the high-pressure worlds of corporate leadership, entrepreneurship, and global consulting. My journey spans six continents, 150+ organizations, and industries ranging from energy and finance to tech and healthcare.

My most recent executive role was Vice President of Talent Management, Learning, and Diversity for a \$6B international building products company. I've led transformative work in operations, marketing, and HR, with a reputation for solving complex business challenges through people-first strategies.

Whether I was rebuilding cultures, scaling leadership pipelines, or aligning teams to strategy, one truth always emerged: the most ambitious professionals often feel the most out of alignment. And that's where my work begins.

AUTHOR OF THE REBALANCING ACT: REDEFINING SUCCESS THAT MATTERS



The Rebalancing Act isn't just a book—it's a rallying cry for professionals who are tired of chasing a version of success that leaves them burnt out and unfulfilled.

Through deeply personal insights and interviews with more than 70 women and men across industries and life stages, I explore the hidden traps of overachievement and the constant juggling act so many face. Readers recognize themselves in these stories—and discover practical strategies to rebalance their goals, energy, and expectations.

This isn't about balance as a static endpoint. It's about rebalancing as a dynamic, courageous practice—one that restores focus, fuels joy, and builds a life of enduring meaning.

“Working women have an equilibrium problem... if things go wrong, and life throws us curve balls, we have no space in our lives to deal with these things.”

- excerpt from *The Rebalancing Act*



My purpose is simple: to be a difference-maker.

SPEAKER. STORYTELLER. REBALANCE GUIDE.

I'm not just a speaker—I'm a seasoned leader who has lived what I teach. I bring audiences into real conversations about leadership, identity, and the cost of always doing more.

My signature talk, The Rebalancing Act®, delivers a powerful mindset shift for ambitious professionals caught in the hustle spiral. I reframe rebalance as a leadership skill, not a luxury. With engaging storytelling, research-backed insights, and practical tools, I help teams and leaders reclaim clarity, boundaries, and purpose—without sacrificing performance.

I speak the language of business and the human experience. That's why my message resonates across functions, industries, and levels—from C-suite leaders to rising talent. I don't offer empty motivation. I offer a path forward.

WHY I DO THIS WORK:

My purpose is simple: to be a difference-maker.

I help high-achieving people surrender the myth of perfection, trust in their path, and lead lives rooted in intention. Through rebalancing, they rediscover their energy, their voice, and their joy. That's the kind of success that truly matters—and that's the legacy I'm committed to helping others build.

BEYOND THE STAGE: WHAT GROUNDS ME

My greatest joy is my family—my husband Eric, our children Bradley and Bethany, my bonus daughter Alyssa, and our Great Pyrenees, Molly (a.k.a. the world's best dog).

My favorite things? Faith, live music, chocolate, 70s and 80s song lyrics, trivia nights, meaningful travel, mahjong, and gathering with the people I love.

These aren't just hobbies. They're a daily reminder of the kind of rebalance I help others create.



2025 Women Who Mean
Business Honoree by the
Houston Business Journal



The Rebalancing Act



3 BOOKFEST AWARDS

3rd Place:
Nonfiction
Business Leadership –
Leadership & Management

3rd Place:
Nonfiction
Business Leadership –
Women in Business

2nd Place:
Nonfiction
Memoirs – Professional

International Impact Book Awards

Female Empowerment –
Stories of Resilience and
Strength

Personal Growth and
Development – Personal
Development



THE BACKSTORY:

The seed for this book was planted years ago when a mentor encouraged me to write about my journey. At the time, life was moving too fast—I tucked the idea away, not knowing if I'd ever come back to it. Fifteen years, a few life-altering experiences, and one bold leap later, I finally said yes.

I left corporate life to focus on writing and speaking. With the support of my lifelong friend—an accomplished author—I began the process. What I thought might be overwhelming became meaningful, energizing, and even fun. The Rebalancing Act was born not just from experience, but from intention.

THE CONCEPT:

This isn't just a business book. It's a book about life.

At its heart, The Rebalancing Act explores the real experiences of working women trying to do, be, and have it all. I share my own journey through the chaos and clarity of working motherhood—and the wake-up moments that forced me to redefine what success truly means.

Knowing I didn't have all the answers, I interviewed more than 70 women and men across generations, careers, and life stages. Their stories add depth, nuance, and powerful perspective.

The book introduces seven relatable archetypes—from Overloaded Olivia to Cool Camryn—that illustrate how women often show up at work and the traps that come with those roles. With each archetype, I offer strategies to recognize what's holding us back—and how to rebalance toward a healthier, more fulfilling life.

As I write in the book: "Working women have an equilibrium problem... if things go wrong, and life throws us curve balls, we have no space in our lives to deal with these things." This quote gets to the heart of the problem: we're stretched so thin there's no room to breathe, let alone thrive. The Rebalancing Act helps women reclaim that space.

There's even a chapter devoted to men's perspectives—because rebalance isn't just a women's issue; it's a human one.

THE GOAL:

To remind people everywhere: you are not alone.

You're not failing—you're functioning under impossible expectations. But there is a better way. And it starts with small shifts that bring more clarity, energy, and fulfillment. This book offers tools to move beyond survival and toward a success that actually feels good.

THE END RESULT

The Rebalancing Act isn't just a book.

It's a movement to reclaim your time, your energy, and your joy.

Wisdom from Working Women for Success that Matters



“Carol is a powerful and impactful speaker. Her ability to share personal stories, while also giving an audience tangible takeaways to improve their lives at work and home, comes from decades of personal experience, challenges, and victories.”

– Tricia Brouk, Award winning director, author, producer and founder of The Big Talk Academy



THE REBALANCING ACT: HOW HIGH-ACHIEVERS RESET WITHOUT FALLING BEHIND

Redefine balance. Reclaim your energy. Lead with purpose.

This flagship keynote delivers a powerful **mindset shift for ambitious professionals who feel the pressure to do it all**—and hide the cracks while doing it. With warmth, candor, and real-world strategies, Carol Enneking shows top performers how to rebalance without sacrificing excellence.

In a world where high achievement often leads to hidden burnout, this keynote offers permission—and a plan—to lead differently. Carol shares her own journey through the highs and costs of leadership, along with insights from 70+ professionals featured in her book, *The Rebalancing Act*.

Through relatable storytelling and research-backed tools, audiences will learn how to:

- Identify and interrupt default leadership behaviors that drive overfunctioning and exhaustion
- Reclaim time and energy during high-pressure seasons—without losing ground
- Build a personalized Rebalancing Blueprint™ to stay aligned, focused, and grounded in what matters most

Ideal for leadership teams, high-potential groups, women's networks, and burnout-prone industries, this keynote is a reset button for the modern workplace.

Attendees walk away not only reenergized—but equipped with practical steps to lead with greater clarity, resilience, and fulfillment.

LEADING WITHOUT THE MASK: COURAGEOUS LEADERSHIP IN COMPLEX TIMES

Lead with authenticity. Influence with integrity. Thrive with courage.

In today's fast-paced, high-stakes world, many leaders feel pressure to project confidence at all costs—even when they're running on empty. In this powerful and timely keynote, Carol Enneking **challenges the myth that strong leadership requires hiding your humanity**.

Through personal stories, audience-tested insights, and decades of executive experience, Carol explores what happens when leaders silence themselves, suppress emotion, or “mask up” to survive. She invites leaders to step into a new kind of power—one rooted in self-awareness, conviction, and vulnerability.

This keynote empowers audiences to:

- Understand how authenticity elevates trust, engagement, and long-term influence
- Recognize signs of leadership fatigue, emotional suppression, and self-silencing
- Build deep trust with teams—without sacrificing strength or authority

Ideal for leadership teams, high-potential programs, ERGs, and organizations seeking culture transformation, Leading Without the Mask sparks honest conversation and equips leaders to show up with greater presence, confidence, and impact.

REAL PRESENCE: INFLUENCE FROM THE INSIDE OUT

Executive presence isn't about ego—it's about alignment.

In high-stakes environments, presence is often mistaken for charisma or control. But **true executive presence comes from something deeper: self-awareness, clarity, and the ability to lead from your values**—not your volume.

In this keynote, Carol Enneking redefines presence for modern leaders. Drawing from decades in corporate leadership and talent development, she offers a grounded, practical framework for showing up with confidence, without posturing or performance.

This session helps rising and senior leaders:

- Develop a clear, compelling leadership narrative that connects across all levels
- Command a room with calm, grounded authority—not dominance or ego
- Refine communication for moments that matter: boardrooms, presentations, critical conversations

Whether you're mentoring others or stepping into greater visibility yourself, this keynote equips you to influence with authenticity—and lead with presence that lasts.

THE POWER SHIFT: FROM OVERLOOKED TO INFLUENTIAL

Reclaim your voice. Redefine your presence. Lead with purpose.

Power doesn't have to mean ego, authority, or control. It can mean presence. Choice. Influence. And the courage to lead from your values—even in rooms that weren't built for you.

In this keynote, Carol Enneking **helps leaders at all levels break through the invisible dynamics that keep them quiet, second-guessing, or stuck in the background**. Drawing on decades of executive experience, Carol offers both practical tools and empowering mindset shifts to help professionals step fully into their leadership—without needing to be loud, perfect, or performative.

This keynote equips audiences to:

- Identify the patterns—internal and external—that can hold them back
- Advocate for themselves and others with confidence and clarity
- Build relationships of allyship and sponsorship to support long-term growth

Whether you're navigating a new leadership role, feeling overlooked in your current one, or ready to stop playing small, this talk offers a clear and empowering path forward—one rooted in intention, not ego.



Why Corporations Book Carol

Carol Enneking's leadership messages don't just inspire—they initiate change. Her programs are ideal for corporate audiences seeking transformation at the executive, managerial, or team level. Whether as a mainstage keynote speaker or a leadership trainer for your top talent, Carol equips your people with tools they'll use immediately—and remember forever.

TALENT STRATEGY ADVISORY

Aligning people and business priorities to achieve results that last.

I advise executives and leadership teams to build people strategies that directly support business goals. With deep expertise in corporate leadership, talent management, and organizational development, I design practical, enterprise-wide approaches that unify leadership behaviors, performance expectations, succession planning, and employee development into a cohesive system.

LEADERSHIP DEVELOPMENT

Equipping leaders with the skills and self-awareness to lead with impact.

I facilitate leadership development using the **Connections Leadership Journey®**, created by The Learning Edge. Having seen and delivered many leadership programs throughout my career, I chose this one because it is the most practical, impactful, and effective framework I have found for growing leaders at all levels.

With the support of a team of exceptional international facilitators, I bring this program to organizations virtually or in person, anywhere in the world. The Connections Leadership Journey® combines interactive learning with real-world application, helping leaders strengthen communication, build resilience, and inspire high-performing teams.

TEAM DEVELOPMENT

Transforming teams into cohesive, results-driven groups.

As a certified facilitator of **The Five Behaviors of a Cohesive Team®**, based on Patrick Lencioni's The Five Dysfunctions of a Team, I am part of a network of world-class international facilitators who deliver this training virtually or live, wherever teams need it. Through practical, collaborative sessions, this process helps groups build trust, navigate conflict, and commit to shared goals, creating stronger alignment and improved performance.

ASSESSMENTS

Insightful tools to build self-awareness, strengthen teams, and improve performance.

Since becoming an authorized partner for the original DiSC® assessment in 1998, I have guided thousands of people in applying insights from this and other proven tools. I have delivered training worldwide using the Everything DiSC® platform, turning assessment results into practical action. Having helped develop and beta test these tools, I have seen firsthand the powerful impact the Everything DiSC® suite can have on individuals and teams—improving communication, strengthening collaboration, and unlocking potential.

Strong leadership and thriving teams don't happen by chance—they're built with intention.

I help leaders and organizations create cultures where performance and humanity work together.

LET'S BUILD WHAT'S NEXT, TOGETHER.



The Rebalancing Revolution



Ready?
**JOIN
THE
REV
OLU
TION**

After publishing *The Rebalancing Act*, I began hearing the same request from readers and audience members: “How can we keep this conversation going?” That’s why I created Rebalancing **REVOLUTION™**—a membership community built to support women as they put the principles of rebalance into real-life action. This isn’t just a mastermind or accountability group. It’s a movement of high-achieving women who are ready to rebalance how they lead, live, and grow. This six-month transformational experience is application-based and limited to 10 women per cohort.

Members benefit from:

- **Three live virtual sessions with me per month** — coaching, reflection, and application.
- **Private collaboration space** for community, discussion, and accountability.
- **My Legacy Blueprint workbook** — a proprietary framework for designing a life that aligns with your values and desired legacy.
- **Two professional assessments** — everything DiSC Agile EQ® and Work of Leaders®
- **Three guest speakers** — respected authors, founders, and experts
- **Books by guest speakers** — sent directly to participants
- **Bonus Life: Simplified hack sessions** — practical topics like women’s health, nutrition, home systems, and mindset habits.
- **Optional in-person meetups** in Houston.
- **Exclusive invitation to The Rebalancing Revolution™ Retreat** — a 2½-day luxury experience focused on rest and renewal.

This group isn’t about doing more. It’s about doing what matters—with clarity, courage, and community.

WHO IT’S FOR

Rebalancing REVOLUTION™ is for women who:

- Crave more fulfillment and less burnout
- Thrive with encouragement, structure, and accountability
- Feel like they’ve lost themselves while doing everything for everyone else
- Want to make meaningful change in a trusted, values-based circle
- Are ready to reclaim their time, energy, and purpose

Balance doesn’t exist. Life is constant motion.

You don’t need to do more; you need to do it differently. When we rebalance, we move from chaos to clarity — and from success that looks good to success that feels good.

Bonus for Event Planners & Organizations

Access to Rebalancing REVOLUTION™ can be offered as a bonus benefit for audience members at your event—extending the impact of my keynote long after the applause ends.

Group memberships for companies or ERGs are also available upon request.

This is an ideal way to support women’s leadership, retention, and well-being across your organization.

Recent Appearances



My 2025 Oxford Talk, filmed at **Oxford University**, became the most-viewed talk in the platform's history.

FEATURED SPEAKING ENGAGEMENTS:

- Association of Talent Development (ATD) Houston Chapter
- CFA (Chartered Financial Analyst) Society of Houston
- Delta Gamma Fraternity
- Greater Houston Women's Chamber of Commerce
- Houston Energy & Climate Week
- Houston Women's Society of CPAs
- International Association of Business Communicators - Houston
- KPMG
- Motiva Enterprises
- National Charity League
- National Oilwell Varco (NOV)
- Oxford Talks, Oxford University
- PetroLedger Accounting & Land
- Phillips 66
- River Oaks Women's Breakfast Club
- Roberts Markel Weinberg Butler Hailey PC - Attorneys and Counselors at Law
- SPEAK: Impact
- Victrex
- WestlakeCorporation

IN THE NEWS:

- ABC Channel 3 KEYT News, Santa Barbara
- Alcalde, The University of Texas at Austin alumni magazine
- Authority Magazine
- BELLA Boss
- Bold Journey Magazine
- Brainz Magazine
- CEO Weekly
- Delta Gamma ANCHORA magazine
- Fox4 Dallas/Fort Worth
- Fox7 Good Day Austin (three times)
- Fox26 Houston
- Houston Life on KPRC2 (NBC)
- Medium
- The Buzz Magazine
- The Business Journals/BizWomen
- CBS9 WUSA - Great Day Washington (Washington, DC)
- CW39, Houston Live
- NBC5, Texas Today (Dallas/Fort Worth) (twice)
- Social Lifestyles Magazine
- Voyage Houston Magazine (twice)
- Walter Sterling Radio Show (multi-market syndication)

FEATURED PODCAST APPEARANCES:

- Calm Mom Podcast with Michelle Grosser
- Culture Club HTX with Leisa Holland-Nelson Bowman and Shavonnah Roberts Schreiber
- Eyespiring Podcast, with Prevent Blind-ness Texas CEO Heather Patrick
- InnovaBuzz with Jürgen Strauss
- Next to Madison with Madison Malloy
- She Owns Success Podcast with Antonette Oloo
- Sisterhood of S.W.E.A.T. with Linda Mitchell
- The Best Next Step with Cass McCrory
- The Big Talk with Tricia Brouk
- The Biz Book Publishing Hub Podcast with Robbie Samuels (twice)
- The Other Side of Potential with Sharon Spano
- The Profitable Writer with Kent Murphy
- #12minconvo with Engel Jones
- You've Got People Problems with Melissa Ortiz

As Featured In:



Let's Connect!

Book me to Speak

Apply for Rebalancing Revolution™

Collaborate for advisory services.



All the best,

Carol

