



carol enneking

SPEAKER • AUTHOR • ADVISOR



**Helping leaders make
better decisions in a
world that never
slows down**

Speaker 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

Speaker • Author • Advisor

Carol Enneking is a speaker, author, and advisor whose work explores a challenge facing nearly every organization today: **how do we continue to perform in a world that keeps asking us to absorb more?**

For more than three decades, Carol has worked with leaders and organizations around the world, first as an external consultant and later from inside the executive suite. As a former corporate vice president responsible for talent management and leadership development in a multibillion-dollar organization, she experienced firsthand the pressure to deliver results amid competing priorities, constant change, and finite human capacity.

Today, Carol helps leaders improve the decisions they make about priorities, people, and performance, challenging the assumption that doing more is always the answer. She combines business experience, behavioral insight, practical tools, and candid storytelling to help audiences rethink how sustainable performance is created.

Carol is also the best-selling, award-winning author of *The Rebalancing Act* and is expanding that work through research into how leaders and organizations can make better decisions in an age of perpetual acceleration. Across her speaking and advisory work, she brings a simple belief: **better results do not always begin with doing more. They often begin with making better choices.**

“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



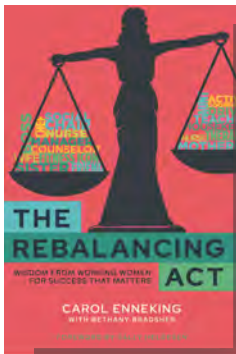
e The Thinking Behind My Work

The Framework Behind the Work

A PRACTICAL APPROACH TO DECISION QUALITY IN AN AGE OF PERPETUAL ACCELERATION

Leaders do not struggle because they lack ambition, intelligence, or commitment. They struggle because organizations continually absorb more priorities, more change, and more competing demands without recalibrating expectations or capacity.

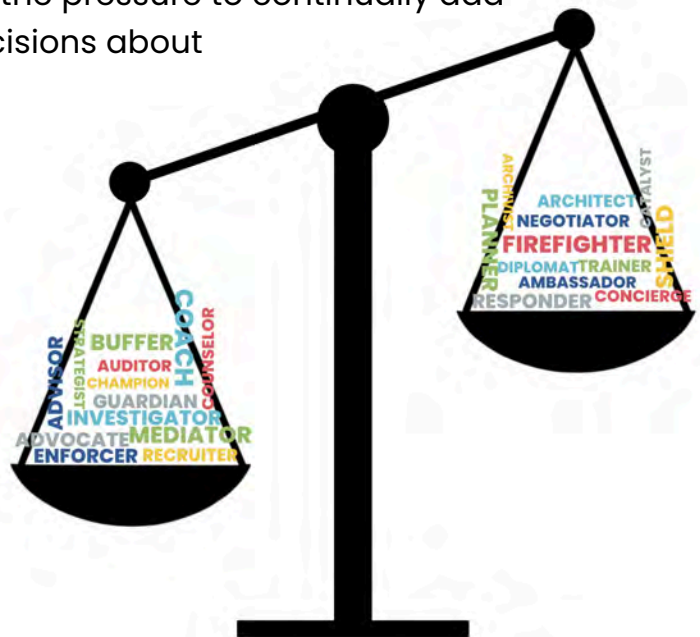
Carol's work challenges a deeply ingrained assumption: that the answer to increasing pressure is always to do more. Instead, she helps leaders step back and make better choices about what matters most, what their organizations can realistically absorb, and where attention and resources will have the greatest impact.



The Rebalancing Act began as Carol's exploration of these questions at the individual level. Today, that thinking has expanded into a broader body of work examining how leaders and organizations improve decision quality, respect human and organizational capacity, and create sustainable performance in environments that rarely slow down.

Her current research for her next book takes that work further, exploring how organizations can resist the pressure to continually add and instead make more deliberate decisions about priorities, people, and performance.

**Leadership isn't about
carrying everything.
It's about deciding what
deserves the weight.**



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

WHY THIS WORK MATTERS TO ME

Throughout my career, I have worked alongside people at every level of an organization, from hourly front-line employees to senior executives. Again and again, I have seen capable, committed people become overwhelmed not because they lack ambition, but because the demands around them keep multiplying.

I believe work can be challenging without consuming us, and that strong performance does not have to come at the expense of the people creating it. My goal is to help leaders make wiser choices, create healthier organizations, and leave the people and places they influence better than they found them.

That is what being a difference-maker means to me.



BEYOND THE STAGE

My greatest joy is my family: my husband, Eric; my son, Brad; my daughter, Bethany; and my stepdaughter, Alyssa. My dog, Molly, is never far away and always keeps life interesting.

I also love music, chocolate, 70s and 80s songs, meaningful travel, mahjong, and gathering with the people I love. Those moments remind me that success is about more than achievement. They keep me grounded and continue to shape both my life and my work.



2025 Women Who Mean Business Honoree from the Houston Business Journal



The Rebalancing Act

The award-winning book that inspired a movement



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 first, I laughed. I was still living the story myself. But after several life-changing experiences, I realized I had something worth sharing.

What began as a personal exploration became something much larger: a conversation about redefining success and creating a life rooted in purpose rather than exhaustion.

THE CONCEPT

The Rebalancing Act explores the experiences of ambitious women trying to do, be, and have it all.

Drawing on interviews with more than 70 people across industries and generations, I introduce seven common archetypes that reveal why so many high achievers feel overwhelmed and what it takes to create a more fulfilling life.

**You're not failing.
You're functioning under
impossible expectations.
There is a better way.**



Speaking Topics

•SIGNATURE MESSAGE•

DECISION QUALITY IN AN AGE OF PERPETUAL ACCELERATION: *A Leadership Playbook for Sustainable Performance*

Organizations are moving faster than ever, but faster does not always mean better. When everything feels urgent, even highly capable leaders can make well-intentioned decisions that overload their organizations, dilute priorities, and ultimately undermine the performance they are trying to create.

In this timely keynote, Carol Enneking challenges leaders to rethink how they navigate competing priorities, constant change, and relentless pressure for results. Drawing on decades of executive and advisory experience, she reveals how everyday leadership decisions can quietly erode focus, strain organizational capacity, and make sustainable performance increasingly difficult to achieve.

Through compelling stories, practical insights, and three actionable leadership plays, Carol gives audiences a fresh way to think about the choices they make, the environments they create, and the impact both have on performance. Leaders leave better equipped to make thoughtful decisions under pressure while creating the conditions for people and organizations to thrive in a world that never slows down.

•OTHER TOPICS •

THE REBALANCING ACT:

How High-Achievers Reset Without Falling Behind

Through personal stories and hard-won lessons, Carol helps ambitious individuals rethink success, reclaim their energy, and make intentional choices about what matters most.

REAL PRESENCE: INFLUENCE FROM THE INSIDE OUT

Carol reframes executive presence to help leaders communicate with clarity, confidence, and authenticity without relying on ego, perfectionism, or performance.

LESS PROCESS. MORE IMPACT.

Too much complexity can undermine even the best strategy. Carol helps leaders cut through competing priorities, focus on the few outcomes that matter most, and simplify how work gets done.



Let's Work Together

Helping leaders make better decisions in a world that never slows down.

EXECUTIVE ADVISORY

Partnering with organizations to improve leadership effectiveness, talent strategy, organizational culture, and decision-making.

LEADERSHIP DEVELOPMENT

Interactive keynotes, workshops, and leadership programs designed to create practical, lasting change.

MEDIA & RECOGNITION



Oxford Talks (2.2M+ views)

- Business Journals BizWomen
- Good Day Austin (FOX)
- Good Day Washington (CBS)
- Houston Life (NBC)
- News Channel 3 CA (ABC)
- Texas Today (NBC)
- Many other national publications, podcasts, and media interviews

SELECT CLIENTS

- AVIXA
- Association for Talent Development
- Delta Gamma
- CHIEF
- KPMG
- McWane
- Motiva Enterprises
- National Oilwell Varco
- PetroLedger
- Phillips 66
- Roberts Markel Weinberg
- Butler Hailey PC
- SHRM and HR Houston
- Victrex
- Westlake Corporation



CONNECT

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