

COACHING & CURRICULUM PROPOSAL

Hi! I'm Denise Funfar, M.S., ACC Leadership Coach & Consultant

My career spans Europe and the U.S. with advanced degrees in business, people and change management. I am an ICF-certified coach and hold multiple certifications in mindfulness and psychology. **I have experience creating and delivering customized coaching, leadership and contemplative curriculums for diverse audiences of start-ups, non-profits, health-care professionals, business accelerators, corporations and universities.**

I offer systematic, evidence-based programs, often with thousands of studies to support their benefits in decreasing negative states like burnout, conflict, and anxiety while increasing positive outcomes to health and performance for organizations and individuals.

Areas of Expertise:

- Leadership coaching
- Presence-based and integrative programs (mind/body)
- Group coaching and facilitation
- Personality indicators
 - DISC, EQ, drivers/motivation
- Emotional intelligence training
- Evidence-based mindfulness & meditation courses
 - Mindfulness-based Stress Reduction (MBSR)
- Evidence-based resilience training
 - Mindful Self-Compassion (MSC)
- Programs for women, parents and health-care personnel
- Community building & event planning

Previous Workshops, Talks, and Group Coaching Include:

- Burnout
- Personality Assessments - DISC
- Imposter Syndrome
- Who are you in Conflict?
- Team Communication
- Emotional Intelligence
- Boundaries at Work
- Meeting Overwhelm
- From Self-Critical to Self-Compassionate
- Work Life Balance
- Caregiver Fatigue (especially for parents and healthcare professionals)
- Compassion Fatigue
- Stress Management
- Team Building
- Disarming the Perfectionist
- Motherhood and Parental Community Groups
- Identifying Your Core Values
- Presentation Skills
- The Power of Gratitude
- Team Communication
- Codependency and Setting Boundaries
- Resilience and Self-Awareness

Sample Curriculums & Workshops:

I offer a sample here, but everything is customizable to meet the needs of your organization.

What is Mindfulness?

Since Jon Kabat-Zinn developed Mindfulness-Based Stress Reduction in 1979, thousands of studies have documented the physical, emotional, and mental health benefits of Mindfulness as well as the benefits to executives and organizations. It is not only about reducing stress,

burnout and anxiety, but also about increasing our ability to focus, make decisions, lead productive teams, and ultimately, perform at our best.

*“Mindfulness should no longer be considered a “nice-to-have”
... It’s a “must-have”: a way to keep our brains healthy, to
support self-regulation and effective decision-making
capabilities, and to protect ourselves from toxic stress. ...When we
take a seat, take a breath, and commit to being mindful,
particularly when we gather with others who are doing the same,
we have the potential to be changed.”*

-Harvard Business Review

2 Hour Introduction to Mindfulness for Leaders:

The workshop begins with us exploring why Mindfulness is a powerful approach for professionals to promote wellbeing and performance and ends with a plan for incorporating the teachings into your organization. These two hours are packed with interactive exercises and self-reflection to gain focus and calm at the office. I would be happy to provide an extended agenda as well as customize the content for your specific leadership team needs.

5-Session Mindfulness & Self-Compassion Course:

In this program, you will be consciously and systematically working with your own stressors and the challenges and demands of your own everyday life.

This is a five-session program that teaches Mindfulness with an emphasis on mindful self-compassion. It can be offered to the organization as whole or customized around your team’s agenda.

This course includes:

- Guided instruction in mindfulness meditation practices
- Group dialogue and discussions

- Individually tailored instruction
- Home assignments
- Home practice mp3s and a home practice workbook

Course schedule:

- Group classes 2 hours in length, weekly for 5 weeks

PDI – Personal Diversity Indicator

The PDI is designed to help individuals learn about their behaviors in order to improve communication skills, build better relationships and work more efficiently. This indicator provides a thorough framing of personality tendencies and behavioral awareness. After taking the 20 min assessment, learning can be conducted in 1:1 coaching, team coaching, or in a seminar of leaders from different organizations.

The Capable Woman

In Sweden, they have long been studying the “Duktig Flicka Syndrome.”

Loosely translated, “duktig” means hardworking, driven, dedicated, skilled, efficient, able, clever - “The Capable Woman.”

The term is used to describe someone who is very driven and successful, but often at the expense of her own needs and wellbeing.

Stress, anxiety, imposter syndrome, lack of firm boundaries and burnout are common at the same time that this woman is performing brilliantly at work and home.

What do we do about this?

In this program, we will look at the common challenges of high-achievers such as perfectionism, rumination, and self-judgment.

We will explore new ways, some of which may be totally counterintuitive to what you have learned, for reframing how we achieve success and care for ourselves in the process.

Cultivating Emotional Resilience for Wellbeing and Performance

Despite how kind we are to other people, many of us are very hard on ourselves. We are biologically wired to focus on our shortcomings and ruminate on our deficiencies. Research shows that especially women find it easier to extend compassion to others than toward themselves. Add to this, the implicit biases often experienced by women in business, and we find that many are left in a self-diminishing cycle of burnout and feelings of not being good enough.

Mindful Self-Compassion is a powerful approach for emotional resilience and wellbeing, boosting happiness and reducing anxiety and depression. During these times of mounting external uncertainty and competing demands for our time, this approach of cultivating presence and kindness is something we can take with us into our everyday moments at work and at home to offer relief from stress and overwhelm as it is happening.

Contrary to popular belief, people who practice self-compassion are not less motivated to work hard and get ahead, but more so. Self-compassion has also been shown to counter perfectionism and to foster a growth mindset.

The research and exercises presented in this workshop are largely based on the works of Kelly McGonigal, PhD, Kristin Neff, PhD, and Chris Germer, PhD.

New Parents Group Coaching

I have a resilience-based coaching program called Encouraging Parents Now through my community for moms. It is a 5-week program designed to keep parents uplifted with scheduled touch points for connection, workshops with concrete exercises for wellbeing each week, and support to stay encouraged through parenthood.

Leadership Coaching

Being a corporate-trained change manager, ICF-certified coach, and certified meditation teacher, I combine a results-driven business background with extensive training in scientific

and holistic approaches to help clients and teams experience wellbeing while also achieving their goals.

The International Coaching Federation defines coaching as *“partnering with clients in a thought provoking and creative process that inspires them to maximize their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity, and leadership.”*

Next Steps:

I would love to customize a coaching program or curriculum that meets the specific needs of your organization. I have an extensive network of collaborators and often team up with larger consulting agencies to meet the needs of my bigger clients. Please email me at **hello@denisefunfar.com** to get started!