

Speaker * Boundaries Expert
* Workplace Culture Strategist



Where workplace performance meets personal well-being.

🎙️ Host of the top 1.5% global podcast
“Fragmented to Whole: Life Lessons from 12-Step Recovery”

Barb Nangle is a workplace boundaries expert who helps organizations save money, reduce turnover, and build resilient teams.

Unlike traditional leadership or wellness programs, Barb draws on both evidence based strategies and lessons from 12 step recovery to teach boundary setting as the foundation of healthy workplace culture.

Her practical, human first approach helps employees build internal steadiness, communicate clearly, prevent burnout, and take ownership of their roles, leading to focused, engaged, and sustainable performance.

This work is especially effective for organizations navigating burnout, change, high responsibility roles, or emotionally demanding environments.

The ROI of Boundaries in the Workplace

Barb’s programs help organizations achieve measurable outcomes:

- **Save Time** – Clearer communication, fewer meetings, faster conflict resolution.
- **Save Money** – Lower turnover, fewer sick days, reduced burnout costs.
- **Protect Reputation** – Stronger accountability, healthier culture, better client interactions.
- **Improve Quality Control** – Focused employees, fewer mistakes, consistent standards of excellence.

U.S. businesses lose over \$300 billion annually due to workplace stress and burnout. **Boundaries are the overlooked solution.**

Core Talks & Workshops

Stop Over-Giving at Work: How Boundaries Drive Better Teams

- Identify how over giving shows up in organizations, from endless meetings to unclear roles
- Learn how boundaries reduce burnout, improve accountability, and support sustainable performance
- Walk away with actionable strategies to boost retention, morale, and productivity

Beyond Burnout: Start Setting Boundaries at Work That Stick

- Understand why burnout persists even in well intentioned workplaces
- Learn how to set and reinforce boundaries without guilt, pushback spirals, or resentment
- Create clearer expectations, healthier workloads, and steadier teams

Back to School, Back to Sanity: Boundaries for Parents and Teachers

- Address the hidden boundary strain in educational and caregiving roles
- Learn tools to reduce overwhelm, emotional exhaustion, and role confusion
- Support sustainable engagement without self neglect

When people learn to create internal steadiness through boundaries, they bring clarity, composure, and accountability back into their work.

Also Available: Talks Beyond the Workplace

Different relationships call for different boundaries. Barb also delivers content on:

- Boundaries in family and caregiving roles
- Romantic and intimate relationships
- Self-boundaries: time, energy, values, and internal dialogue

Organizations often bring Barb back for wellness retreats, leadership offsites, or employee support programs that focus on life beyond work. Foundational boundary work also available for personal growth, recovery, and life transitions.

What Organizations Are Saying:



“Barb facilitated a wonderful session about managing boundaries at work — she made it digestible, fun, and empowering even with a short timeline! I’d love to bring her back for a half or full-day workshop.”

~ Roz Zavras, **Aropa Consulting & Entrepreneur-in-Residence at the New Haven Free Public Library**

“Barb provided a fresh perspective on boundaries as essential self-care and sustainable workplace practice. She offered practical tools for reframing boundaries as empowerment. Her workshop left our community with strategies to thrive, not just survive.”

~ Tiffany Yu, **Founder of Diversability and Author of *The Anti-Ableist Manifesto***



“Barb is knowledgeable, approachable, and teaches from deep experience. One of the most powerful takeaways was understanding that most boundaries don’t even need to be spoken — they guide us in how we work. A real eye-opener for our team.”

~ Rachel Clar, Esq., **Founder and CEO, Interconnected Us**

