



# MCO EXECUTIVE WELLNESS

EMPOWERING LEADERS,  
ELEVATING WORKPLACES



Wellness Brochure

# Welcome

MCO Executive Wellness is a multi-touch wellness company that offers leadership development training, wellness workshops, executive coaching, conflict mediation, team building retreats, and our signature wellness advantage partnership program.

We believe real transformation happens when people at every level, from executives to frontline employees, can bring their full selves to work and home. That's why our offerings go beyond one and done tactics.

Through a blend of evidence based frameworks and thoughtful design, we help reduce burnout, bolster engagement, and create thriving environments where people and productivity flourish.

## The Importance of Wellness



### Increases Retention

“62% of employees and 82% of c-suite executives would be more likely to stay with their company if it better supported their well being.” -Deloitte

### Fringe Benefit

“Over 90% of employees believe well being is as important as salary.” -Wellable



### Financial Savings

“72% of employers saw a decrease in healthcare costs after adopting a wellness program.” -Zippia

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# The MCO Difference

1. **Discover** - We listen first. Through assessments and conversations, we uncover your team's challenges and goals.

2. **Design** - We customize a multi-touch wellness plan that blends workshops, coaching, and practical strategies with your organization's mission.

3. **Delivery** - We facilitate engaging experiences from work-life harmony cohorts to team retreats, that activate collaboration.

4. **Integrate** - We provide ongoing support tools to embed wellness into daily routines and leadership priorities.

5. **Sustainability** - We track outcomes with measurable results, ensuring your organization builds sustainable practices.



# Services Summary

## **LEADERSHIP DEVELOPMENT TRAINING**

a structured learning experience that equips leaders with the practical skills, mindset and tools needed to lead.

## **WELLNESS ADVANTAGE PARTNERSHIP PROGRAM**

An ongoing partnership that supports employee mental health and professional development through integrated services.

## **WELLNESS WORKSHOPS**

Interactive virtual or in-person workshops that provide practical tools to reduce stress and improve work-life harmony.

## **EXECUTIVE COACHING**

Individual coaching that helps leaders build confidence and emotional intelligence while navigating workplace challenges.

## **PATHWAY TO PROGRESS**

A facilitated dialogue experience that supports teams to address conflict, strengthen communication and build trust.

## **TEAM BUILDING RETREATS**

Custom wellness focused retreats designed to strengthen team connection, alignment and performance.

# Leadership Development Training (9 months)

A customized and structured learning experience that equips leaders with the practical skills, mindset, and tools needed to manage people effectively.

## PROGRAM STRUCTURE

### **Phase One: Discovery & Customization (2 months)**

- Leadership needs assessment (surveys and/or interviews)
- Alignment with company strategic goals and values
- Customization of curriculum and case studies

### **Phase Two: Deliver Core Leadership Training Modules (6 months)**

Each module is highly interactive and includes facilitated discussion, scenario-based exercises, role play and action planning.

#### **1.) Leading with Clarity & Accountability**

- Leadership expectations in your industry
- Decision making and accountability

#### **2.) Effective Communication & Supervisory Skills**

- Clear communication across teams and roles
- Coaching conversations and feedback

#### **3.) Performance Management & Employee Development**

- Managing performance with consistency and fairness
- Documentation, goal setting and development planning

#### **4.) Conflict Resolution & Difficult Conversations**

- Navigating conflict in unionized and public settings
- De-escalation, mediation techniques and trust repair

#### **5.) Building Engaged, High Performing Teams**

- Motivation, engagement and collaboration
- Leading through change and operational pressure

### **Phase Three: Integration & Sustainability (1 month)**

- Leadership action plans
- Optional peer learning circles or coaching sessions
- Post program summary and recommendations

## **INSTRUCTIONAL APPROACH**

### **Interactive**

Minimal slides, maximum engagement

### **Practical**

Tools leaders can use immediately

### **Contextual**

Real industry specific scenarios from operations

### **Inclusive**

Designed for diverse leadership styles and experience levels

## **PROGRAM SUCCESS WILL BE MEASURED THROUGH**

- Pre and post training assessments
- Participant feedback and satisfaction surveys
- Observed improvements in communication, confidence and leadership consistency

## **EXPECTED OUTCOMES**

- Stronger alignment across leadership levels
- Improved communication and supervision practices
- Increased confidence in managing performance and conflict
- A shared leadership language across the department

### **EMPLOYEE INVESTMENT**

**\$9,500 – 14,500\***

**UP TO 50 PARTICIPANTS PER MONTH**

Final pricing will be determined based on: number of sessions, depth of customization, group size and delivery format (in-person/virtual), and optional coaching or peer learning components.



# Wellness Advantage Partnership Program (3 Months)

Quarterly wellness support to reduce burnout, strengthen leadership resilience and create a culture of sustainable well being that drives retention.

## SESSION INCLUDES:

### ✓ **Workload Assessment (1)**

Measures how current workload demands are affecting employee stress levels, energy, productivity, and overall well being.

### ✓ **Wellness Workshops (2)**

Choose virtual or in person wellness topics on leadership, burnout, building trust, etc.

### ✓ **Work-Life Harmony Cohorts (2)**

Virtual group coaching that offer a safe space for employees to co-create better work-life harmony strategies with therapists, career counselors, parent coaches or financial advisors.

### ✓ **Leadership Wellness Tools (3)**

Receive monthly digital case studies, infographics and microlearning courses. These interactive resources help to reinforce ongoing wellness habits.

**DESIGNED FOR ORGANIZATIONS WHO VALUE EMPLOYEE WELL BEING AS A BUSINESS AND RETENTION STRATEGY.**

## 3-MONTH WELLNESS JOURNEY

### Month 1: Assess

Workload assessment, leadership alignment and first workshop delivered. Monthly digital wellness tool is given to participants.

### Month 2: Support

Group coaching cohorts and leadership wellness tools support skill building, boundary setting and application.

### Month 3: Sustainability

Second workshop delivered, continued cohort support, and tools that reinforce wellness habits.

## PARTNERSHIP INVESTMENT SUPPORTS

- Expert led facilitation by certified coaches and wellness professionals
- Customized wellness programming aligned to your workforce needs
- Assessment tools that inform leadership and HR decision making
- Digital wellness resources that extend learning beyond live sessions
- Program coordination and partnership support throughout the engagement

## OUTCOMES YOU CAN EXPECT

- Reduced burnout and emotional overload among participants
- Improved work-life boundaries and sustainable productivity
- Stronger leadership resilience, communication, and focus
- Actionable insights that support retention and workforce well being

### EMPLOYEE INVESTMENT

MONTHLY PER PERSON RATE

**\$200**

20+ PARTICIPANTS

**\$175**

30-50 PARTICIPANTS

# Wellness Workshops (Virtual)



Our sessions bring together employees in a collaborative learning environment that includes mindfulness practices, wellness tools, and evidence based mental health strategies.

## SESSION INCLUDES:

- ✓ **Convenient virtual access** allows employees across time zones to participate with ease.
- ✓ Led by **certified facilitators** who provide expert guidance and support.
- ✓ Offers **practical strategies and mindfulness techniques** to improve employee's day to day well being.
- ✓ Features interactive activities that keep **participants engaged** and actively practicing new skills.
- ✓ Provides a **downloadable workshop handout** to reinforce learning and application.
- ✓ Includes a workshop **feedback summary** that gives leadership clear insights and next steps.

### EMPLOYEE INVESTMENT

\$1,195 60  
MIN

UP TO 100 PARTICIPANTS

# Learning Topics

## 1 **Calm Under Pressure: Using Stress Signals to Strengthen Your Work Approach**

This session helps employees recognize stress signals early and use them as a guide for organizing tasks, making decisions, and staying steady during busy moments. Participants will learn easy, repeatable techniques to manage their workload with more clarity and confidence.

## 2 **Think Clearer: How Micro Resting Strengthens Decision Making**

Teaches leaders how to use short, intentional micro rests to prevent mental overload, improve focus, and make more grounded decisions. Through simple mindfulness techniques and practical reset strategies, participants learn how small pauses can strengthen their overall leadership presence.

## 3 **The Myth of Work-Life Balance: Why Harmony Matters More**

Breaks down the unrealistic pressure of “work-life balance” and introduces a more achievable approach, work-life harmony. Participants will create smoother rhythms between work and home, reducing guilt and increasing overall well being.



# Wellness Workshops (In Person)



Research focused wellness workshops designed to help leaders gain practical tools to enhance their company culture.

## EMPLOYEE INVESTMENT

# \$3,000

UP TO 30 PARTICIPANTS  
(\$50 PER ADDITIONAL PARTICIPANT)

## SESSION INCLUDES:

- ✓ **Engaging learning topics** are delivered in ways that support multiple learning styles.
- ✓ Sessions are led by **certified facilitators** who bring expertise and a supportive teaching approach.
- ✓ **Mindfulness and reflection activities** help employees connect insights to their everyday work.
- ✓ **Printed workshop handouts** are provided to support ongoing application.
- ✓ **Collaborative group activities** strengthen team relationships and encourage shared problem solving.
- ✓ **A workshop survey** is provided offering insights and actionable next steps.

# Mental Health Topics



## 1 From Overwhelmed to Organized:

### 5 Ways to Create Work-Life Harmony

Feeling stretched between work and personal responsibilities? In this interactive workshop, participants learn five practical strategies to reduce stress, streamline daily tasks and create a work-life rhythm that supports both professional and personal well being. Through boundary setting, self-care prioritization and simple routines, participants walk away with actionable tools to move from feeling overwhelmed to feeling in control, at work and at home.

## 2 Elevating Wellness & Self-Care

Teaches leaders how to use short, intentional micro rests to prevent mental overload, improve focus, and make more grounded decisions. Through simple mindfulness techniques and practical reset strategies, participants learn how small pauses can strengthen their overall leadership presence.

## 3 Think Well, Live Well: A Mental Shift for Better Health

Your thoughts shape your reality and your health. Using wellness strategies and the C.T.F.A.R. Model (Circumstance, Thought, Feeling, Action, Result), this session guides participants in recognizing thought patterns that may be holding them back and provides actionable tools to reframe them for positive change. Participants walk away with practical strategies to take control of their mindset and elevate well being one thought at a time.

## 4 Use Stress to Your Advantage and Build Project Management Skills

How do executives manage competing priorities and deadlines? In this hands on training, participants re-examine their current tools and learn strategies to better manage workplace stressors. Leaders gain valuable insight into best practices that can be integrated into daily routines and learn how to leverage their strengths more effectively within their teams.

# Leadership Development Topics



## 5 **Leading Leaders: Proven Strategies to Build Trust**

What are the building blocks of a great organization? This workshop helps leaders understand how trust impacts workplace productivity and team effectiveness. Participants learn key behaviors proven to build trust, evaluate habits that may undermine it, and gain practical strategies to strengthen leadership practices and drive greater success.

## 6 **Elevating Together: Designing Our Vision & Culture**

Designed exclusively for leaders to collaborate, innovate, and shape a dynamic culture that drives success. Expect a session that leverages insights from the CliftonStrengths® Manager Assessment or 16 Personalities Test to identify core team strengths. Discover how individual results can fuel collaboration, enhance decision making and support the creation of a people first culture.

## 7 **Drive Away Toxic Behaviors That Cost Your Organization Money**

What happens if a leader's behavior prevents their team from achieving success? If left unaddressed, organizations can lose thousands of dollars due to employee turnover. This workshop is designed to bring awareness to each manager's leadership style, management personality, and work habits that could be toxic. Together attendees will explore empathetic leadership and begin to identify behaviors that help their organization meet business goals.

## 8 **Leadership Evolution: Discover Motivation Techniques to Excite Your Employees**

Motivation drives goal directed behavior and performance. In this hands on workshop, leaders learn how to identify effective motivation techniques for different individuals and step outside their comfort zones to better engage, inspire, and support employees in reaching new goals and responsibilities.

# Parent & Caregiver Topics



## 9 **Reclaiming Peace: Practical Strategies for Working Caregivers**

Through practical, easy to implement strategies, you'll learn how to manage stress, set boundaries, and prioritize self-care without guilt. Whether you're balancing work deadlines, caregiving responsibilities, or personal challenges, this session will equip you with tools to transform daily routines and reclaim your peace of mind. Walk away feeling more grounded, supported and in control of your well being.

## **Parenting Power Up: Turn Stress Into Your Ally**

10 Parenting comes with competing priorities, constant deadlines and daily pressure. In this hands on workshop, participants learn how to reframe stress as a tool rather than a setback by re-evaluating current coping strategies and building practical routines that support both parenting and work life. Parents leave with actionable strategies to manage stress more effectively and show up with greater clarity at home and at work.

## 11 **What's On Your Plate? How Your Busy Schedule is Affecting Your Child**

An interactive workshop that helps parents examine the responsibilities they have on their plate and understand how it directly impacts their child. Attendees will learn practical tips of awareness, boundaries, and ways to adjust their schedule to prioritize their child's development.

## 12 **Boss Your Time: A Guide to Better Time Management Skills**

Caregivers will experience an in depth workshop where they review their current daily routines, schedules, organization methods and reward systems. Specific tools are provided to create a healthier family harmony map for everyone in attendance.



# Executive Coaching

- (12) Bi-weekly one on one coaching sessions
- CliftonStrengths® for Managers Assessment
- 16 Personalities Test
- Session recordings
- Ongoing email accountability
- A personalized goal and action dashboard

## SUMMARY:

- ✓ Coaching begins with a comprehensive personality assessment and real diagnostic tools that give leaders clear insight into their strengths, blind spots and growth opportunities.
- ✓ Sessions provide confidential, high impact guidance that helps leaders navigate challenges, strengthen communication, and elevate their overall performance and well being.
- ✓ Each leader receives a fully customized coaching plan with practical strategies that support emotional intelligence, clearer decision making and sustainable leadership habits.

### EMPLOYEE INVESTMENT

\$2,400



## IS EXECUTIVE COACHING RIGHT FOR YOUR LEADERS

**Ideal for senior leaders  
navigating increased  
responsibility  
or preparing for  
advancement.**

**Strong organizations  
are built by  
supported leaders.**

### **HOW EXECUTIVE COACHING WORKS:**

This coaching program begins with a comprehensive intake process, including a leadership assessment that identifies strengths, leadership patterns and growth opportunities. Insights from this assessment guide a customized coaching plan aligned with individual goals and organizational priorities.

Through bi-weekly coaching sessions, leaders engage in focused conversations that strengthen self awareness, clarify leadership style, and support intentional behavior change. Each session includes reflection, skill building, and practical application to real workplace challenges.

Between sessions, written goals and measurable action steps reinforce accountability and momentum.



# Pathway to Progress

a structured facilitation process designed to help organizations resolve workplace conflicts, improve communication and foster stronger team dynamics.

## RESTORATIVE STEPS

### 1 Initial Assessment

Each participant engages in a confidential 1:1 conversation with a skilled facilitator to share their perspective.

### 2 Pre Meeting Feedback Survey

Allows for a more thorough understanding of workplace dynamics and uncovers perspectives that may not surface in open discussions.

### 3 Collaborative Dialogue

A guided group discussion encourages participants to engage in meaningful conversations, identify shared goals and explore practical solutions.

### 4 Post Session Summary & Recommendations

A comprehensive summary of key takeaways, insights and agreed upon action steps is provided to HR and leadership.

**EMPLOYEE INVESTMENT**

**\$300**

**PER HOUR**



Sessions are led by experienced facilitators and coaches, not attorneys, and are focused on restoring trust, clarity and forward movement.

Pathway to Progress does not replace legal counsel or formal investigations. Instead, it provides organizations with a proactive, human centered option for addressing conflict before it escalates or impacts morale, productivity or retention.

## **ORGANIZATIONS CHOOSE THIS SERVICE WHEN**

- Workplace conflict is affecting team dynamics or performance
- Communication has broken down between individuals or groups
- Leaders want to address tension early and constructively
- Teams need support navigating sensitive conversations
- HR seeks a neutral, structured process outside of disciplinary action

## **FACILITATION SUPPORTS PARTICIPANTS IN**

- Sharing perspectives in a structured, respectful environment
- Increasing understanding and reducing assumptions
- Identifying shared goals and practical next steps
- Strengthening trust and psychological safety
- Creating clear agreements that support forward progress

**PATHWAY TO PROGRESS HELPS ORGANIZATIONS MOVE FROM AVOIDANCE TO CLARITY AND COLLABORATION.**

# Team Building Retreats



Dynamic onsite or offsite team building retreats designed to strengthen communication, deepen trust and elevate organizational culture.

## Half Day Retreat (4 hours)

- Customized learning activities
- Guided reflections
- Immersive wellness experiences
- Maximum of 10 participants

**\$6,000**

## Full Day Retreat (8 hours)

- Personalized retreat theme
- Mindfulness exercises
- Hands on activities
- Stress management tools
- Reflective wellness strategies
- Maximum of 10 participants

**\$12,000**

## **EACH RETREAT IS GROUNDED IN WELLNESS AND LEADERSHIP DEVELOPMENT**

There is a strong focus on psychological safety, inclusion and real conversation. Every experience is customized with clear outcomes in mind, helping teams reset, realign and move forward together.

### **4-Hour Team Building Retreat Agenda (Sample)**

#### **Hour One: Arrival & Team Reset**

- Welcome and retreat overview
- Grounding activity to transition out of “work mode”
- Guided reflection on team dynamics and shared purpose

#### **Hour Two: Interactive Team Building Session**

- Facilitated activities focused on communication, trust and collaboration
- Small group dialogue to explore strengths and challenges

#### **Hour Three: Alignment & Shared Vision**

- Guided discussion to identify shared goals and priorities
- Exercises that encourage clarity, accountability, and collective ownership

#### **Hour Four: Integration & Next Steps**

- Reflection on insights and key takeaways
- Agreement on practical next steps and team commitments
- Closing activity to reinforce connection and momentum

# Partnership Savings



**Non-Profit  
Business**

**Operating as a non-profit  
business in good standing.**

**5%  
Off**

**MCO  
Loyalty**

**Open to any previous MCO  
Executive Wellness client.**

**10%  
Off**

**Multiple  
Services**

**Book two or more services in  
a calendar year.**

**15%  
Off**

# Free Resources

Subscribe to our **Newsletter** to receive practical employee wellness strategies designed to support engagement, resilience and a healthier workplace culture.

Each edition shares creative ideas, holistic well being markers and actionable tips that organizations can easily implement to support employees at every level.

**MCO EXECUTIVE WELLNESS**  
Healthy Leaders, Thriving Companies

**INHALE to arch back...** 10 sec

**EXHALE to round spine...** 10 sec 5x

**SEATED SPINAL TWIST**  
move Shoulders down! 10 sec 2x

**INTERLACE FINGERS & ARCH BACK** 10 sec 2x

**SIDE STRETCHES** 10 sec 10 sec 2x

**UPPER BACK STRETCH** 10 sec 2x

**NECK + UPPER BACK STRETCH**  
Interlace fingers & push head down → Slowly Transition to arched back 10 sec 2x

**NECK STRETCH**  
Gently pull head to each side 10 sec 2x

**BACK & SHOULDER STRETCH** 10 sec 2x

mcoexecutivewellness.com

**MCO EXECUTIVE WELLNESS**  
The Executive Guide to  
to  
**MICRO RESTING**  
WWW.MCOEXECUTIVEWELLNESS.COM

**WHAT IS MICRO RESTING?**  
The art of taking short, purposeful breaks throughout your day. It could be as simple as closing your eyes for one minute, taking three deep breaths, or stepping away from your screen to stretch. These small shifts create big changes over time.

**IS IT JUST ABOUT SITTING STILL?**  
No, Micro Resting is about engaging in any activity that slows you down, restores energy, or reconnects you with yourself.

**WHY DOES IT MATTER?**  
Executives and senior leaders today are exhausted, overworked, and silently struggling. They wait for vacations to finally rest, but often burnout long before then. MCO Executive Wellness is here to help you reclaim your time, energy, and purpose through the practice of Micro Resting.

**21 MICRO RESTING IDEAS:**

- Deep Breathing
- Reading
- Listen to Music
- Creative Writing
- Walking
- Observing Nature
- Exercise
- Taking a Long Shower
- Naps
- Prayer
- Volunteering
- Cooking for Joy
- Making Time for Friends
- Journaling
- Meditation
- Gardening
- Enjoying a Podcast
- Sketching/Drawing
- Photography Walk
- Sipping Tea Quietly
- Unplugging from Screens

**3 BENEFITS OF MICRO RESTING:**

- 1.) Clarity** – Quiet stillness allows you to hear your mind, body, and heart more deeply.
- 2.) Connection** – Intentional rest strengthens your presence with family, colleagues, and yourself.
- 3.) Courage** – With consistent Micro Rests, you gain the energy and confidence to pursue your true purpose.

# Impact

**1,500+** Professionals supported through workshops, coaching and wellness programs.

**20+** Organizations served across corporate, non-profit and education sectors.

**95%** Participant satisfaction rating from wellness workshops.

**90%** Return engagement rate with partner organizations.

**85%** Gained practical tools they immediately applied to work.

## TRUSTED PARTNERS



# Impact – Testimonials

**"Our team can't stop talking about MCO's workshops.** Their staff is incredibly knowledgeable and personable. We highly recommend the Burnout workshops. After each session, our staff wanted to continue the conversation and requested their return to engage with us more. We are planning for the next opportunity to host the MCO team at the University of Illinois."

**- Kimberly O., Director of Inclusion & Talent Development**

**"DeAnna is an expert in her field.** Her approach and knowledge is nothing short of amazing. The tools she has provided to my team has not just assisted us as a group but also as individuals. Within an hour after the presentation my team was enlightened to find out about the next scheduled session with MCO."

**-Jessica H., Director of Human Resources**

**"What stood out the most was how they created such a welcoming space,** one where our team felt comfortable leaning in, sharing openly, and learning from one another. The energy in the room was contagious, and we walked away feeling not only recharged but truly connected, aligned, and ready with a list of actionable next steps."

**-Andrew B., Director of Marketing & Communications**

**"Our experience has been wonderful.** We set up two events to make that connection, a resource night and workshop. All attendees learned great tips on how to manage stress and prioritize self-care. MCO's presentations were warm, engaging and passionate. We look forward to working with them in the future!

**-Anna B., Public Relations Manager**

# Impact – Philanthropy

Our sister company, **Mom-Care Oasis**, is passionate about helping busy and overwhelmed moms prioritize their self-care. We have been impacting the lives of moms all over the world through self-care grants, work-life harmony strategies and self-care products.

Maternal mental health is essential to the well being of families, workplaces, and communities, yet it is often overlooked or under supported. Mom-Care Oasis is committed to addressing this gap by creating safe, affirming spaces and practical resources that help moms feel seen, supported, and empowered to care for their emotional well being.

## Become A Donation Sponsor

Join us in the fight to shape busy moms all over the world. Your gift in any amount goes directly to a mom in need through our self-care grant program. Receive acknowledgment as a sponsor and drive traffic to your business. Partner with MCO Executive Wellness and Mom-Care Oasis to advance maternal mental health.



# Wellness Consultation

**MCO Executive Wellness** is a woman and minority owned small business with over 15+ years of experience in leadership development and professional growth. As an award winning organization with a dedicated team of 10 professionals, we look forward to supporting the strategic goals for your organization. Visit [www.mcoexecutivewellness.com](http://www.mcoexecutivewellness.com) or schedule below for a free consultation.

**SCHEDULE A CONSULTATION**



**Let's work together to  
support  
employee wellness!**

**All the best,**

*DeAnna Taylor*

**Founder & Executive Rest Coach  
MCO Executive Wellness**

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# THANK YOU

OUR TEAM IS HONORED TO  
BECOME YOUR STRATEGIC  
WELLNESS PARTNER

Wellness Brochure