

Why Hire Liz Weber and the WBS Team?

WHAT WE DO...

Liz Weber and the Weber Business Services, LLC (WBS) team bring clients over 25 years' experience in strategic planning and organizational change with leadership training and development at its core.

LIZ AND THE WBS TEAM REGULARLY SUPPORT CLIENTS BY...

- **Strategic Planning & Leadership Retreats** – Facilitating strategic planning and leadership retreats, and serving as a Strategic Adviser after the event
- **Succession & Talent Development Planning** – Facilitating the creation of plans to address leadership succession, critical staffing, and organization-wide talent development
- **Leadership Coaching & Training** – Providing executive and leadership team coaching, assessments and 360s, and leadership training programs to develop the specific leadership skills needed to implement the plans created

CAPABILITIES & AREAS OF EXPERTISE...

- Leadership | Leadership Development | Executive Coaching
- Change | Culture Change | Organization Change
- Strategic Planning | Facilitation and Plan Implementation
- Team Alignment & Engagement
- Talent Development & Succession Planning
- Comprehensive Leadership Development Curricula
- Boards of Directors | Roles & Responsibilities | Board Performance
- Small Business Growth | Creating Non-Founder Dependent Businesses



NAICS CODES...

541611

541612

611430

611710

SAMPLE LEADERSHIP PRESENTATIONS, TRAINING & COACHING TOPICS...

- Guiding Real Change with Smart Strategic Planning
- Using the Strategic Plan as a Daily Management Tool
- 5 Stages of Rock-Solid Leadership
- Developing, Coaching & Retaining the Right Team
- Succession Planning & Talent Development
- Leading Across Personalities
- Thinking & Leading Strategically
- Creating a Flexible Workforce
- Developing Leadership Depth
- Developing a Feedback-Rich Culture
- Aligning Behaviors, Teams & Goals
- Developing & Leading Teams

Contact the WBS office at +1.717.597.8890 or info@WBSLLC.com to discuss how Liz and the WBS team can help you! Check us out at www.WBSLLC.com

PERFECT CLIENTS...

- Business owners, CEOs, Executive Directors, and other leaders who need to create stronger, more aligned leadership teams.
- Boards of Directors that need to provide clear, strategic guidance to management through effective strategic planning -- more advising, less doing.
- Managers who need to improve individual and team productivity and output.
- Human Resources and Talent Development Professionals responsible for providing impactful leadership training for Mid-Level to C-Suite Leaders.



TARGETED INDUSTRIES...

- Associations
- Financial Services (i.e., Banks, Credit Unions, Insurance Firms, Investment Firms)
- Government (Federal/State/Local)
- Health Care (i.e., Hospital Systems and Administrators)
- Manufacturing
- Professional Services (i.e., Accountants, Lawyers, Engineers, Architects)

WE'RE A GREAT FIT ANY TIME YOU HEAR YOURSELF OR SOMEONE ELSE SAY...

- "Something needs to change around here! We can't keep working like this!"
- "We don't have any leadership depth."
- "Our people don't know how to manage much less lead!"
- "I won't ever be able to retire from this business! No one else can do what I do!"
- "Why am I the only one who can solve problems around here? Why can't they figure anything out for themselves?"
- "I'm supposed to 'think outside the box.' I don't even know what's IN the box!"
- "We work hard, but we don't work together."
- "My senior team can retire anytime!"
- "There's no plan here. We just react!"
- "I don't want to deal with the griping and drama. It's easier if I just do things myself."
- "I'm tired of being hand-cuffed to this business. I want my life back!"

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WBS CLIENTS LEARN HOW TO...

- Create clear, concise, workable strategic plans teams can actually implement!
- Create inspiring Visions, meaningful Missions, and powerful Values
- Develop 1-Year Operational and 3-Year Strategic Goals
- Implement, manage, and update their strategic plans to keep them alive, relevant, and impactful
- Align team member performance and goals to the strategic plan
- Create and implement engaging Performance Management Programs
- Create simple visual maps to highlight position, talent and skill gaps
- Become the leaders their teams need them to be
- Work together as a cohesive, aligned leadership team
- Lead strategically to achieve the results needed for success
- Build a highly talented, flexible workforce
- Develop an organization that thrives on learning, growing and changing every day
- Hold team members accountable while developing stronger relationships and trust
- Create feedback-rich cultures
- Manage and minimize conflicts and drama
- Transition roles and responsibilities to successors
- Revamp systems and processes to increase productivity and develop talent
- Understand their roles as Board Directors
- Perform effectively as a Board of Directors



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WHAT CLIENTS SAY...

In the last 8 months, we have doubled... Before we didn't have a map or game plan ...Now employees are no longer dependent upon me, the owner of the company. I can now see our future so clearly...

Jocelyne Melton, CEO – The Baxter Group

We saw our closure rates basically double...

Robert Baronner, President – Bank of Charles Town

One of our managers achieved the most improved Press Ganey scores ever. Her scores went from the 1st to 89th/94th percentiles! Her explanation of how? Liz Weber's Leadership Training.

Stephanie Harvey, Director: Education, Training & Development – West Virginia University Hospitals -East

I have been inundated this morning with messages from people who were there last night who are raving about the value you added to their businesses.

Bronwyn Hesketh – SpeakersInc

Liz is my go-to resource when I need support in creating clarity and stronger skills in my leadership team.

Eric Henry, CEO – The Hershey Trust Company

A prospective client called me for a reference on Liz's training. They were a bit hesitant to sign with her because some of the management team were afraid Liz would challenge them. I told them she would, but perhaps that's what they needed. Everything else is just training.

Kevin Steele, President - DALB, Inc.

Liz doesn't just train. She changes cultures.

Pat Hubbard, Workforce Development Director – Blue Ridge Community & Technical College

We never could have done this without Liz. She's helped in ways she doesn't even know.

Jeff Chapski, President – Georgetown University Alumni Association

Thank you again for an excellent session yesterday. We came away focused and energized. We appreciated your creative approach, particularly as we covered multiple topics, and then your guidance and coaching in developing our next steps.

Doug Hill, Executive Director – County Commissioners Association of Pennsylvania

I want to pass along my most sincere thanks for yesterday. From start to finish, I know we threw you curve balls continually, and your experience and expertise definitely showed. Throughout the day I heard positive comments, and they continued into the evening. Today I walked in to many, many more. I'm sure it's not lost on you how huge that is, given yesterday's news. Even some of our most hard to impress senior managers were raving about the day and it even became a topic during our FAQ debriefing first thing this morning.

Chrisanne Bowden, HR Director – Peak Resorts Inc.

LIZ & THE WBS TEAM'S UNIQUE SELLING POINTS...

- Liz holds an MBA, as well as being one of fewer than 100 people in the U.S. to hold the two highest earned designations in two different industries: A Certified Speaking Professional (CSP) as well as a Certified Management Consultant (CMC).
- Liz has worked with organizations in over 20 countries and had oversight responsibilities for organizations in 129 countries.
- Liz is also a sought-after keynote speaker for leadership conferences and summits.
- Liz is the author of nine books on leadership including: Something Needs to Change Around Here; The Five Stages to Leveraging Your Leadership; What Women in Leadership Need to Stop Doing; What Human Resources Professionals Need to Stop Doing; and Don't Let 'Em Treat You Like A Girl: A Woman's Guide to Leadership Success. Liz has also developed hundreds of training programs, webinars, ezines, and other leadership products.
- Liz is an experienced national and international-level association board director. She has served as a Director with the National Speakers Association, and currently serves as the NSA US Director on the Global Speakers Federation, as well as serving as a Trustee for the National Speakers Association Foundation.
- Liz and the WBS team have a proven track record with their clients ranging from small Mom & Pop companies to Global Corporations.
- The WBS team has worked extensively with the Commonwealth of Pennsylvania in supporting leadership and/or strategic planning initiatives with over 19 agencies.
- The WBS team's work with clients is effective and transformative. As a result, the team often works with clients for several years as the leadership team develops solid Stage 3 and Stage 4 leadership skills.
- Each WBS team member brings a unique skill set to support the client project including: Strategic Communications; HR consulting; Performance Management Program Development and Training; Assessment Design, Delivery, Support, and Analysis; and Management and Team Training.



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