

# Why Hire Liz Weber and the WBS Team?

## WHAT WE DO...

Liz Weber and the Weber Business Services, LLC (WBS) team are strategic advisors who systematically help their clients develop clear strategic plans, transition leaders, develop leadership depth, and measurably enhance operations and the workplace culture, while they scale.

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

- Strategic Planning & Leadership Retreats – Facilitating strategic planning initiatives and leadership retreats
- Succession Planning and Talent Development – Facilitating the creation of plans to address leadership succession, critical staffing, and organization-wide talent development
- Leadership Coaching and Training – Providing individual and team coaching, assessments, 360s, and leadership training programs

## CAPABILITIES & AREAS OF EXPERTISE...

- Strategic Thinking, Planning, & Leading | Facilitation & Plan Implementation
- Succession & Workforce Planning | Facilitation & Plan Implementation
- C-Suite & Leadership Transitions
- Leadership & Talent Development | Coaching & Training
- Founder & Family-Owned Business | Scaling
- Change Implementation | Culture & Organizational Change
- Boards of Directors | Board Performance | Roles & Responsibilities
- Board Governance



## NAICS CODES...

**541611**

**541612**

**611430**

**611710**

## SAMPLE TOPICS OF LEADERSHIP PRESENTATIONS...

- Guiding Real Change with SMART Strategic Planning
- 10 Steps to an Organization-Wide Succession & Talent Development Program
- Here Today – There Tomorrow! Leading Strategically for a Stronger Tomorrow
- 5 Stages Leadership™ for a Rock-Solid Team
- Strategically Driving Change During Change
- How Savvy Women Lead
- Becoming Influential HR

Contact the WBS office at +1.717.597.8890 or [info@WBSLLC.com](mailto:info@WBSLLC.com) to discuss how Liz and the WBS team can help you! Check us out at [www.WBSLLC.com](http://www.WBSLLC.com)

## PERFECT CLIENTS...

- CEOs, Presidents, Executive Directors, and other leaders who need to create stronger, more aligned leadership teams
- Business owners, founders, and multi-generation family businesses seeking to create a non-founder-dependent business or stronger leadership team structure to enable the business to scale
- Boards of Directors that need to provide clear, strategic guidance to management through effective governance to ensure they stay “Noses in. Fingers out.”
- Management teams that need to improve their individual and team productivity and output
- Human Resources and Talent Development Professionals responsible for sourcing impactful leadership training for mid-level to C-Suite Leaders



## TARGETED INDUSTRIES...

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

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

- “We’re too busy to do strategic planning.”
- “Something needs to change around here! We can’t keep working like this.”
- “We’re always putting out fires because we never take the time to get ourselves organized.”
- “Plan? What plan? Management has a plan? You’re kidding me.”
- “We work really hard, but we don’t know how to work together.”
- “We have a group of people who are managers, but we don’t have a management team.”
- “I won’t ever be able to retire or sell this business. No one else can do what I do.”
- “I’m tired of being hand-cuffed to this business. I want my life back.”
- “We’re going to have some real challenges in the next 3-5 years when my management team starts to retire.”
- “The board and I are kind of learning this together...”

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## WBS CLIENTS LEARN HOW TO...

- Create clear, concise, workable strategic plans that teams can actually implement
- Create inspiring Visions, meaningful Missions, and powerful Values Statements
- Develop 3-Year Strategic and 1-Year Operational Goals
- Implement, manage, and update their strategic plans to keep them alive, relevant, and impactful
- Work together as a cohesive, aligned leadership team
- Align team member performance and individual goals to the strategic plan
- Create and implement engaging Performance Management Programs
- Create feedback-rich cultures
- Hold team members accountable while developing stronger relationships and trust
- Manage and minimize conflicts and drama
- Revamp systems and processes to increase productivity and develop talent
- Develop clear, visual maps to support succession and talent development programs
- Transition roles and responsibilities to successors
- Perform more effectively as a Board of Directors to better support each other and management



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## WHAT CLIENTS SAY...

*I can't thank Liz enough for her guidance and clarity. From revamping our strategic plan to coaching and training our team, Liz and her team have helped us clarify our future, energize our team, and shift mindsets from being reactive to proactive.*

**Cindy Kitner, President/CEO, Jefferson Security Bank (Named a Top 200 U.S. Community Bank in 2020)**

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*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 was afraid Liz would challenge them. I told them she would, but perhaps that's why they needed her. Everything else is just training.*

**Kevin Steeley, President, DALB, Inc.**

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*In the last eight 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**

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

**Eric Henry, Former CEO/CIO, The Hershey Trust Company**

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*Liz was absolutely the best person we could have found to help us with our strategic plan. Out of the 60-75 other consultants – and yes, I did look at them all – Liz was the only choice for us. We haven't been disappointed.*

**Andrea Lowery, Executive Director, Pennsylvania Historical and Museum Commission.**

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*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**

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*From start to finish yesterday, we threw Liz curveballs continually, but her experience and expertise showed. Throughout the day, I heard positive comments and they continued into the evening. Today I heard many, many more. This is huge given the news shared with the group at the start of the day: We're being bought. Even some of our most hard-to-impress senior managers were raving about the day and the event became a topic during our FAQ debriefing first thing this morning. Thank you.*

**Chrisanne Bowden, Former HR Director, Snowtime, Inc.**

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*Liz provided the big-picture insight I needed before I started the process of interviewing new board members and senior staff. I didn't need guidance on how to conduct interviews. I know how to do that. I needed to clarify the WHY, WHAT, and WHEN to ensure I was planning for the right positions to take this organization where it needs to go.*

**Barb Endl, Executive Director, Tomorrow's Hope**

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

**Bronwyn Hesketh, SpeakersInc**

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*I knew when I heard Liz at a conference, I hoped I would have the opportunity to work with her in the future. She had the personality and skill to challenge and support a strong leadership team. When the time came and I needed an outside resource to conduct our leadership 360s, I called Liz. I was right. She was a great resource and mentor and did a fantastic job guiding the process.*

**Jill Samuel, VP HR, Red Owl Analytics**

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*Best strategic planning process I've ever been a part of.*

**Bryan Burhans, Executive Director, Pennsylvania Game Commission**

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

- Liz and the WBS team have a strong track record of helping their clients think, plan, and lead strategically.
- Liz is experienced in facilitating high-profile, strategic planning initiatives.
- Liz brings a unique perspective into the board room having worked with corporate, government, and non-profit (national and international) boards.
- Liz and the WBS team have a well-rounded business acumen.
- Liz's vast experience instills confidence in her clients as she guides them in thinking and planning holistically and strategically.
- Liz and the WBS team have supported a clientele ranging from \$5 Million founder-dependent businesses to global corporations with revenues exceeding \$15 Billion.
- Liz has authored 10 business and leadership books and is a sought-after leadership keynote speaker.
- Liz has worked with organizations in over 20 countries and had oversight responsibilities for organizations in 129 countries.
- Liz is an experienced national and international level-association board director. She has served as a board director with the National Speakers Association (NSA) and as the NSA representative to the Global Speakers Federation. Liz is currently a trustee and the Board Secretary for the National Speakers Association Foundation.
- Liz holds an MBA in international business and is one of fewer than 100 people in the U.S. to hold the two highest earned designations in two different industries: The Certified Speaking Professional (CSP) as well as the Certified Management Consultant (CMC).



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