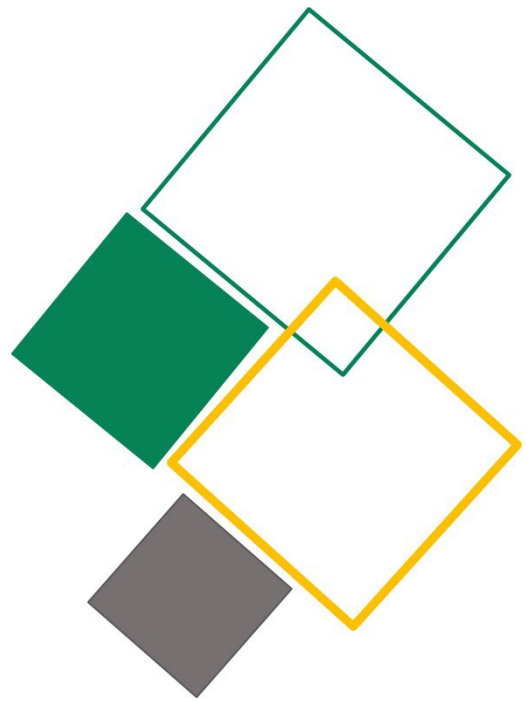




CAPABILITIES STATEMENT

WEBB Advisory Group





WEBB Advisory Group

MANAGEMENT

Yolanda Webb
CEO/Principal Advisor

- 30 Years of industry experience.....
- Prior positions:*
- Director State of Colorado
- CEO E'LON Cosmetics

Senior Managers:

- Sascha E. Butler

Address: 16410 E. 119th Way, Unit A, Commerce City, CO 80022

Phone Number: 513.338.7643

E-Mail Address:
principal@bgiwebbadvisors.com

Website:
www.bgiwebbadvisors.com

NAIC Code(s):
611710

DUNs #:
08-502-5376

EIN#:
86-2788846

Union affiliation:
No

HubZone, Women-owned, Veteran-owned, Service-disabled veteran owned?
Women-owned

BUSINESS SUMMARY:

The WEBB Advisory Group is an international, minority, women owned advisory consulting group providing integrated strategy, to help our clients move leadership to action, supporting more diverse workforces, and helping to make racial equity, social and health justice standards to be lived by throughout the life cycle of an organization. Our world class experts bring you results and strategies that work. Our work in recruitment, retention, training, performance management, workforce planning, leadership development, inclusion, diversity, equity, and access, are GREAT IDEAS that lead to culture change, behavior change and real changes in public and social policy. We do this by embracing real authentic shifts in conversation to grow your leadership.

We believe that inclusion, diversity, equity, and access are a leadership strategy and best practice. Let us work with you to drive sustainable results, attaching executive compensation to your workplace culture strategies.

PRODUCTS AND SERVICES

The WEBB Advisory Group provides expertise and extensive experience in human capital management and training. We have the speed-to-mission capability through world class experts to deliver on time and on budget. We offer you person-centered solutions that are fully based upon your organizations culture, mission, vision, and values. We design custom made organizational assessments and environmental scans based on information collected through key informant interviews that are not off the shelf or cookie cutter. We offer in-person and virtual classroom and distance learning solutions tailored to your workforce needs. We offer evidence-based resources that are not tool kits that shape work behavior and improve performance, efficiencies and effectiveness for your internal teams and external customers. We offer more than 30 years of experience providing professional development to leaders and their teams. We use cutting-edge, automated solutions providing comprehensive HR life cycle support, and inclusion, diversity, and equity solutions weaved into the fabric of the organization to create sustainability.

HISTORY:

Our CEO/Principal has more than 30 years working in public policy, executive leadership and business and organizational analysis. As a former behavior analyst, she brings an evidenced based approach to business, leadership and work cultures.

CUSTOMERS:

List at least 3 clients in each sector

Private Sector Delta Dental, Impact 100, TallGrass Energy

Government Sector Water for People, Pueblo City-County Library District, City of Holland, MI

UNIQUE VALUE PROPOSITION:

We are the strategic advisors who understand human behavior and the world around us. We help you to create great ideas for great organizations and workplaces. We work to help you develop strategies that impact communities, business, education, economics, public policy, and social justice through social change. We drive sustainable, measurable results in the workforce, workplace, community, supplier base, and marketplace. We are here to help you build your world better through a sustainable model with strategic goals and alignment with your personal and corporate mission, vision, and values.

Certifications:

MBEC (pending) WBEC (certified).

The WEBB Advisory Group's Mark of Great Leadership

The WEBB Advisory Group is pleased to provide this statement of capabilities, outlining our extensive capacity to support your organization throughout the human capital life cycle to include sustainable inclusion, diversity, equity, and access strategies.

As part of its mission, the WEBB Advisory Group provides technical assistance to corporate, non-profit, not-for-profit, and small, medium, and large businesses to meet their most critical human capital challenges.

The WEBB Advisory Group provides exceptional products and services to meet the human capital and training needs of the organization. The WEBB Advisory Group has world-class experts in all areas of the human resources life cycle.

We also work with world-class partners who deliver the full range of human capital management and customized training solutions.

Our team of professionals is available to meet with your organizations decision makers to further explore your needs, provide a formal proposal that outlines the estimated costs for each deliverable, and provide an off-the-shelf or customized solution that best meets those needs.

No matter the size of your organization we have customizable budget and business solutions to meet your needs.

The WEBB Advisory Group provides the full range of human capital management and training services your organization needs to grow, improve, lead, and gain competitive advantage. With more than 30 years of evidence-based human capital and leadership solutions we can provide your team with:

- Expertise — Extensive expertise in human capital management and training.
- Agility — Speed-to-mission capability through contractual agreements.
- Compliance — With a background in public policy and legislative priorities and positions.
- Value — Off-the-shelf organizational assessments.
- Knowledge — Effective classroom and virtual training solutions tailored to your workforce needs.
- Resources — Access to private-sector expert consultants.
- Experience — More than 30 years of experience providing professional development leaders.
- Technology — Cutting-edge, automated solutions for assessing your environmental culture.

Scope of Services: Assess. Engage. Strategize. Deliver

The WEBB Advisory Group responds to your most challenging workforce needs. Our products and services align with those challenges, and we work with you to assess, engage, strategize, and deliver data that sets the stage for an effective and efficient organization to operate at peak performance.

These solutions lay the foundation for agencies to engage a highly effective workforce, create a inclusive, diverse, equitable sustainable culture that transforms a businesses bottom line.

Our Services

Organizational Assessment Survey

Based on decades of research, the WEBB Advisory Group's Organizational Assessment captures an organization's employee perception of 6 key dimensions and 40 facets that drive high-performing organizations as well as critical employee attitudes and behaviors necessary to sustain a culture of excellence.

We customize the WEBB Advisory Group's assessment for each organization, emphasizing various facets of an agency's culture and creating items that assess issues, challenges, and questions unique to the agency.

The WEBB Advisory Group works with organizational specialist and behavior analyst to identify drivers of employee engagement and the intent to turn over. We provide comprehensive analysis and reporting tools that include flexible online reports, printed reports, analyses of open-ended comments, and complex statistical modeling to provide the greatest insight.

Our survey professionals also support survey follow-up activities to translate results into action. The WEBB Advisory Group provides a broad range of post-survey follow-up support services to help an organization take meaningful action on the results, including analyzing themes in open-ended comments; developing focus groups to further explore critical areas; and guiding the agency through the improvement process — communicating results and priorities, capturing best practices, preparing, and implementing action plans, and communicating outcomes.

Key Informant Interviews

The WEBB Advisory group conducts 1:1 assessments and conversations to assess human capital and management practices across the organization.

Working With Indigenous Communities

Effective communication and consultation are critical to working with American Indians and Alaska Native tribal governments. To facilitate greater understanding of tribal culture the WEBB Advisory Group offers several training courses that highlight and honor nation-to-nation, corporate relations, and community and civic engagement in our relationships with our tribal partners that respect the sovereignty of those great nations.

Competency Gap Assessment

Competency gap assessment and analysis is a systematic approach for identifying key competencies and assessing current and desired workforce proficiency. Working with an organization, the WEBB Advisory Group identifies current proficiency gaps in an employee's ability to apply select targeted competencies on the job. Once we select targeted competencies, we determine the best assessment approach to assess any gaps. This may involve surveys to job incumbents and supervisors to rate current and required proficiency levels or developing and administering job knowledge assessments.

Analysis results provide information about competency gaps in the workforce and inform initiatives to analyze workforce planning and training needs.

Education, Training, and Development

The WEBB Advisory Group provides education, training, and development services in inclusion, diversity, equity, and access to help organizations meet their missions. Our training services also span any needed human capital technical training, mission-related training, and leadership development programs, serving all levels from line employees to senior leaders.

Organizations can choose from our standardized curriculum listed on our website or highly customized programs to meet unique needs. We offer our educational opportunities, consultations, and coaching through learning management system courses, virtual training and learning, and on-site options delivered by our consultants or private partners.

Leadership Development and Training Courses

- Coaching and Mentoring for Excellence
- Collaborative Leadership
- Holding Difficult Conversations
- Conflict Resolutions Skills
- Creating and Sustaining Organizational Excellence
- Leadership Skills for Non-Supervisors
- Management Development: Leading from the Middle
- Developing Customer Focused Organizations
- Managing the Flexible Workplace
- Emotional Competence
- Organizational Resiliency Working with Others for Results
- Executive Communication Skills:
- Senior Executive Assessment Program
- Executive Development: Leading Change
- Strategic Planning for Executives
- Supervisory Development I: Fundamentals
- Extraordinary Leadership