Jennifer M. Webster, PhD

Business Strategies, Inc.
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Company Vision Statement

Business Strategies, Inc. drives individuals and organizations to great destinations!

Company Mission Statement

Though the elements of human dynamics are similar across organizations, the company's strategy is to discern the unique character of each company and provide innovative, highly specialized services to pioneer the path to success for each client. We customize training and consulting to align with core business goals and objectives. Our novel approach helps to clarify existing strengths and draw out untapped potential within the organization. This thoughtful, creative process provides a strong return on investment for our client's training and consulting dollars.

Highlights of Services

- Leadership and Management Development Curriculum
- Organizational Development and Analysis
- Team Development (including the use of MBTI, Insights Discovery and DISC)
- Business Acumen
- Effective Communications
- Conflict and Mediation
- Time Management
- Customer Service
- Meeting Management
- Train-the-trainer Certifications
- Career Development
- Ethics and Core Values Training
- Mediation Services
- Diversity Training; including Harassment Training, Gender Communications and Generational Diversity
- Project and Process Management
- Innovation
- Change Management
- Sales, Negotiations and Influence Skills Training

Professional Experience

Business Strategies, Inc., Salem, Oregon
President, 1995 – Present
Since 1995, Business Strategies, Inc. (BSI) has been providing facilitation, organizational development, leadership development, strategic planning, curriculum development and delivery and general consulting services to a wide variety of customers. Customers include both private and public sector organizations. Private sector companies range from healthcare, manufacturing, wholesale/distribution, utility, high tech and other service type organizations. Public sector organizations range from federal, state, city and county agencies and include higher education institutions. BSI will work with your organization to individually customize and align learning objectives and outcomes to meet your growing and changing organization. This personal customer service has been the foundation of the business and has created the reputation the company has gained through the years.

Oregon State University, Corvallis, Oregon
Professor, 1999 – Present
Since 1999, Jennifer has been teaching in the Adult Education Graduate program through Oregon State University. Her role has been to provide education and personal development through a variety of courses such as Workplace Cultures, Needs Assessment, Adult Development and Self-Organized Learning. She also serves as a university supervisor for students working on their internships.

Portland State University, Portland, Oregon
Professor, 2000 - 2007
Jennifer taught in the School of Education Graduate program through Portland State University. Her role has been to provide education and personal development through a variety of courses such as Training Methods and Effective Training Design. The training methods course is a hybrid course which incorporates aspects of online teaching and learning.

Marylhurst University, Lake Oswego, Oregon
Professor, 2003 - Present
Since 2003, Jennifer has been teaching in the School of Business for the university. Her courses have all been online and have included; Conflict Resolution, Influence and Power, and Organizational Cultures.

Clackamas Community College, Portland Oregon
Part-time Faculty, 2007 - Present
Since 2007, Jennifer has been providing training and curriculum development service to the college. Courses have been focused in Truck Driver Training, Performance Management, Innovation and Marketing, Train-the-Trainer sessions and process documentation.

Clients

The following list highlights past and present clients representing a variety of business and industry services, public sector organizations and higher education institutions.

Higher Education

- Chemeketa Community College
- Clackamas Community College
- Clark Community College
- Linn Benton Community College
- Marylhurst University
- Oregon State University
- Portland State University
- Umpqua Community College
- Willamette University

Private Sector

Associations and Councils

- Benton Enterprise Center
- Cascade Employers Association
- Gervais School Board
- Oregon Association of Municipal Recorders
- Oregon Episcopal School Board
- Oregon Joint Use Association
- Oregon Utility Notification Council
- Professionals in Workers' Compensation
- State Independent Living Council (SILC)
- United Employers Association

Financial Institutions

- OSU Federal Credit Union
- Umpqua Bank
- Wells Fargo

Healthcare

- Anesthesiologists Associated Inc.
- Capital Manner
- Confederated Tribes of Grand Ronde
- Mennonite Village
- Mountain West Retirement Corporation
- Silverton Hospital
- Stayton Hospital
- Tuality Healthcare

Manufacturing/Wholesale/Distribution

- ATS Corvallis
- Boise Cascade
- Gerber Blades
- Halsey Mill
- Hampton Lumber Company

- McDonald Candy Company, Inc.
- Pacific Fabricators
- Laticrete
- Pickseed
- Poly-Cast
- Swanson Superior Forest Products
- Tripod Data Systems
- White's Electronics

Service Industries

- Corvallis Disposal Company
- Columbia Sportswear Company
- Cumulus Performance Support
- Fair and Powerful Communications
- Georgia Pacific
- Goodwill
- Hilton Hotels
- IBM
- Leupold Corporation
- Mentor Graphics
- Oregon Mutual Insurance Company
- PacifiCorp
- Price Waterhouse and Coopers and Lybrand
- Quantec, LLC
- SAIF Corporation
- Spirit Mountain Casino
- Sprint Corporation
- Standard Insurance Company
- Symantec Corporation

Public Sector

- Benton County, Oregon
- Bonneville Power Administration
- City of Corvallis
- City of Hillsboro
- Clean Water Services
- Commission for the Blind
- Department of Consumer and Business Services
- Department of Human Services – Oregon and Washington
- Family Building Blocks
- Oregon Agriculture Department
- Oregon Department of Corrections
- Oregon Department of Forestry
- Oregon Justice Department
- Oregon Department of Revenue
- Oregon Department of Transportation
- Oregon Employment Department
- Oregon Economic and Community Development Department
- Oregon State Legislature

- Oregon Secretary of State
- Oregon State Police
- Public Utilities Commission
- Seniors and People with Disabilities – O4AD

Professional and Technical Training

- Myers-Briggs Type Indicator
- Insights Discovery Profile
- 7 Habits of Highly Effective People
- Facilitative Leadership
- Effective Influence Skills
- Problem Solving and Decision Making
- Total Quality Management
- Change Management
- Executive Coaching Certification

Education

1998 - 2001	Oregon State University	Corvallis, OR

Doctor of Philosophy in Adult Education

1989-1992	Webster University	Kansas City, MO

Masters in Business Administration

1982-1986	George Mason University	Fairfax, VA

BS in Public Administration, minor in Finance

Certifications

Executive Coaching – New Vibes	2010
Insights Discovery	2008
Myers Briggs	1994

References

1. Lisa Harnisch, Department of Human Services (503) 945-6953
2. Pete Bober, Umpua Community College (541) 440-4673
3. Nancy Hawkins, TDS (541) 753-9322