

# **Jennifer M. Webster, PhD**

---



**Business Strategies, Inc.**  
**PO Box 6019**  
**Salem, OR 97304**  
**Office/Fax (503) 373-9873**  
**Cellular (503) 569-0741**  
**Email [ejswebster@comcast.net](mailto:ejswebster@comcast.net)**  
**Website [www.ejswebster.com](http://www.ejswebster.com)**

---

## **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
- Organizational Development
- Team Development (including the use of MBTI and DISC)
- Generational Diversity
- Gender Communications
- Effective Communications
- Conflict and Mediation
- Time Management
- Customer Service
- Meeting Management
- Train-the-trainer Certifications
- Career Development
- Ethics Training
- Mediation Services
- Diversity Training
- Project Management

## **Professional Experience**

### **Business Strategies, Inc., Salem, Oregon**

#### **President, 1996 – Present**

Since 1996, Business Strategies, Inc. (BSI) has been providing facilitation, 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.

### **Sprint Corporation, Overland Park, Kansas**

#### **Senior Education Specialist, 1988 – 1996**

Jennifer Webster provided training and development services to internal employees within Sprint Corporation. Internal customers ranged from front-line employees all the way up to Vice Presidents. Jennifer trained over 750 workshops during her tenure with the company and traveled across the United States serving her customers. Her responsibilities also included updating and re-designing workshops as necessary.

## **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
- 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

- Umpqua Bank
- Wells Fargo

### Healthcare

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

### Manufacturing/Wholesale/Distribution

- ATS Corvallis
- Boise Cascade
- Gerber Blades
- Hampton Lumber Company
- McDonald Candy Company, Inc.
- Pacific Fabricators
- Pickseed
- Poly-Cast
- Swanson Superior Forest Products
- Tripod Data Systems
- White's Electronics

### Service Industries

- Corvallis Disposal Company
- Cumulus Performance Support
- Fair and Powerful Communications
- 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 Department of Revenue
- Oregon Department of Transportation
- Oregon Employment Department
- Oregon Economic and Community Development Department
- Oregon State Legislature
- Public Utilities Commission
- Seniors and People with Disabilities – O4AD

### **Professional and Technical Training**

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

### **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**

### **References**

1. Lisa Harnisch, Department of Human Services (503) 945-6953
2. Laurie Roe, Spirit Mountain Casino (800) 760-7977
3. Sherri Lechner, Umpqua Bank (503) 390-5288
4. Pete Bober, Umpqua Community College (541) 440-4673