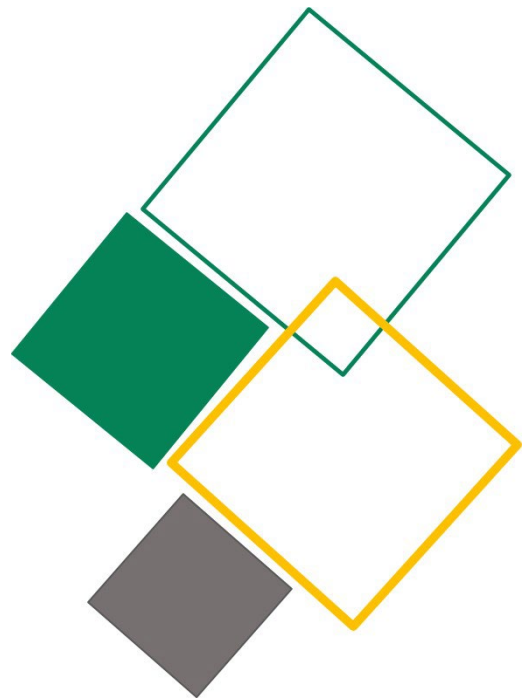




CAPABILITIES STATEMENT

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'OLON 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@bgjwebbadvisors.com

Website:

www.bgjwebbadvisors.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

Certifications:

MBEC (pending) WBEC
(certified).

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, redefining, developing your Corporate Social Responsibility (CSR) initiatives, defining messaging and scorecards, identifying key community partners, and rallying internal and external support to ensure your company success.

The WEBB Advisory Group also involves your customers, focus groups and other stakeholders to ensure support for a more diverse workforce, closing the gap on racial equity, social justice, and your brands standing in the marketplace. Using strong communication skills, we can craft compelling messaging around possible initiatives that drive best practice in philanthropy and corporate giving.

Our world class experts bring you results and strategies that work. Our work also includes creating sustainable pipelines for recruitment, retention, training, performance management, workforce planning, leadership development, inclusion, diversity, equity, and access.

PRODUCTS AND SERVICES

The WEBB Advisory Group provides expertise and extensive experience in philanthropy, corporate social responsibility (CSR), human capital management and executive 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 organization's culture, mission, vision, and values.

We ensure your CSR initiatives result in better brand recognition, improve financial performance, and attract high-caliber talent. We assist in establishing CSR initiatives as a competitive advantage for your company through well-defined messaging, clear scorecards, and transparent accountability. By tapping into a WEBB Advisor, we design actions to achieve goals and set objectives which lead to a stronger brand.

We also coach to improve the performance of your executive leaders around brand image and messaging by designing custom made organizational assessments and environmental scans. We offer in-person and virtual classroom and distance learning solutions tailored to your executive leadership needs.

We offer evidence-based resources that are not tool kits that shape work behavior and improve performance, efficiency, and effectiveness for your executive leaders and external customers.

We offer more than 30 years of experience providing professional development to leaders. We offer inclusion, diversity, and equity solutions weaved into the fabric of the organizations CSR to create sustainability.

Hiring the WEBB Advisory Group enables your company to derive more value from your CSR efforts while avoiding potential issues like resource wastage or brand miscommunication. cultivate a positive brand image, enhance your reputation, contribute to community efforts and, ideally, generate more business.

HISTORY:

Our CEO/Principal has more than 30 years working in philanthropy, community advocacy, 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 - Pueblo City-County Library District, City of Holland, MI

Non-Profit - Water for People (NGO), NextFifty Initiative

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 CSR model with strategic goals and alignment with your personal and corporate mission, vision, and values.

The WEBB Advisory Group

Collaboration. Leadership. Partnership.

The WEBB Advisory Group is pleased to provide this statement of capabilities, outlining our extensive capacity to support your organization throughout your Corporate Social Responsibility design, redesign, implementation, and 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 brand challenges.

The WEBB Advisory Group provides exceptional products and services to meet the internal and external needs of the organization. The WEBB Advisory Group has world-class experts in all areas of corporate social responsibility (CSR), brand sustainability and 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 CSR design and redesign, brand messaging, philanthropic and community partnership, human capital management and training services your organization needs to grow, improve, lead, and gain competitive advantages. With more than 30 years of evidence-based philanthropic, advocacy, community involvement, human capital, and leadership solutions we can provide your team with:

- Expertise — Extensive expertise in CSR, 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 in community building, philanthropy, social justice, advocacy, and providing professional development.
- 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 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

Corporate Social Responsibility

The WEBB Advisory Group helps transform how your company or organization shapes social change and impact inside and outside of the organization. We believe social impact not only builds brands but also serves as a fundamental business driver. Our key focus CSR areas include:

- **Advocacy & Communications:** WEBB Advisory Group helps develop advocacy issue campaigns and positions clients alongside key players, including elected officials, industry leaders, and philanthropy influencers, to accelerate mission impact. Our added advantage is we are specialists in federal, state, and local policy agendas.
- **Executive Leadership Advising:** Without strong leaders who prioritize social impact by setting a tone and culture that embraces the work, companies and organizations will not be as effective in truly making a difference. The WEBB Advisory Group's social impact consulting services inform leadership on strategy, executive positioning, and communications around social impact. With the team of experience working with executives at multiple levels with different styles and approaches.
- **Strategy Development:** The WEBB Advisory Group works with clients to set goals, understand current business models and evaluate external landscapes to define organizational priorities and expertise. Our plans and recommendations are anchored in clear goals, budgets, and processes to achieve measurable milestones and quantify success.

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
- Organizational Resiliency Working with Others for Results
- Executive Communication Skills:
- Senior Executive Assessment Program
- Executive Development: Leading Change
- Strategic Planning for Executives
- Extraordinary Leadership
- Emotional Competence