

IDEAS THAT STRENGTHEN BUSINESSES AND LEADERS



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MELANIE STUBER
Certified Business
Guide



inVantage delivers executive-level keynotes and leadership workshops designed for organizations navigating growth, complexity, and critical inflection points. Our nationally recognized Business Guides are sought-after keynote speakers who equip CEOs and leadership teams with structured frameworks that strengthen clarity, elevate accountability, and drive disciplined execution.

CERTIFIED TOOLS WE FACILITATE

- **Everything DiSC®** Improve communication, leadership adaptability, and team collaboration.
- **The Five Behaviors®** Build trust, productive conflict, commitment, accountability, and results.
- **Working Genius®** Unlock natural strengths to improve energy, clarity, and execution.
- **Value Builder™ System** Identify and strengthen the key drivers that increase enterprise value and position a business for growth, transition, or sale.

SAMPLE TOPICS

- Strategy, Focus, and Execution
- Scaling for Sustainable Growth
- Culture and Change Management
- Improving Sales Velocity
- Accountability and Business Discipline
- Increasing Enterprise Value
- Talent Management
- Executive Leadership and Team Alignment
- Organizational Effectiveness
- Financial Resilience, M&A, and Growth Transitions

The right conversation, at the right strategic moment.

FLEXIBLE OPTIONS TO FIT YOUR NEEDS

Certified Leadership & Value Building Tools

Facilitators of DiSC®, The Five Behaviors®, Working Genius® and the Value Builder System™; proven frameworks that strengthen communication, leadership alignment, team performance, and enterprise value.

Executive Keynotes

Strategic, thought-provoking keynotes built for CEOs and senior leadership teams navigating growth, complexity, and change. We deliver practical frameworks, not motivation, that challenge thinking and drive disciplined action.

Strategic Leadership Working Sessions

Interactive, high-impact working sessions designed to strengthen alignment, accountability, and execution. Leaders leave with practical tools, shared language, and clear next steps they can apply immediately inside their organization.

Custom Experiences

Every leadership team and every strategic moment is unique. Our Guides draw from 120+ curated, proven business tools and frameworks to intentionally engineer sessions aligned to your audience, industry, and objectives; delivering clarity, structure, and measurable impact.

FORMATS AVAILABLE

1. 60, 90, and 180 minute presentations or workshops
2. Half-Day & Full-Day Sessions
3. Virtual or In-Person

Continue to scroll for a complete listing of the certified tools we facilitate and a listing of our signature speaking topics.

YOUR BUSINESS AND TEAM.
THE WAY YOU ALWAYS IMAGINED.

inVantage

Five Behaviors of a Team

High-performing teams are not defined by talent alone, but by how they behave together under pressure. Drawing from the principles behind The Five Dysfunctions of a Team, this session applies the model directly to real executive dynamics. Leaders examine trust, productive conflict, commitment, accountability, and results — identifying where breakdowns occur and how to restore alignment and performance at the top.

Working Genius

When teams understand how work energizes or drains individuals, execution improves dramatically. This session introduces the Working Genius framework to uncover natural wiring across six types of work. Leaders learn how to structure responsibilities and collaboration in ways that reduce friction, increase engagement, and accelerate execution flow across the organization.

DiSC — Styles and Uses

Communication breakdowns often stem from unrecognized behavioral differences. This session explores DiSC styles and their application within leadership teams. Participants gain insight into how different styles approach conflict, decision-making, and collaboration — and how adapting communication improves influence, clarity, and overall team effectiveness.

Creating Value for an Exit Event

Preparing for transition, succession, or sale requires intentional leadership long before an event is imminent. This session outlines the operational, financial, and cultural drivers that increase enterprise value and buyer confidence. Leaders gain clarity on how to build transferable systems, reduce owner dependency, and maximize optionality for the future.

Business Valuation

Valuation is not determined solely by financial performance. It is influenced by leadership discipline, risk exposure, growth predictability, and operational maturity. This session examines the key drivers that impact valuation multiples and provides leaders with actionable steps to strengthen enterprise value over time — whether or not a sale is currently planned.

Get Your Business Fit

Using the Baseline Assessment and Strategic Vision & Execution Plan, we evaluate the health of your strategy through the lens of proven Business Operating System principles.

Are You Leaving Business Value on the Table?

Most businesses are worth less than their owners believe. Enterprise value is not accidental. It is driven by specific, measurable factors that either increase attractiveness to buyers and investors or quietly erode long-term worth. In this session, we evaluate the eight key drivers of business value and uncover where risk, dependency, or inconsistency may be limiting your multiple. Leaders walk away with a clearer understanding of how to intentionally build transferable value, reduce owner reliance, strengthen financial performance, and position the business for future growth, transition, or sale.

In Uncertain Times — Downturn Readiness

Economic shifts expose weak systems and reward disciplined organizations. Using our proprietary Downturn Readiness Assessment, this session helps leaders evaluate operational, financial, and strategic vulnerabilities before they become critical risks. Participants prioritize practical actions that protect cash flow, strengthen resilience, and position the organization to outperform competitors during periods of uncertainty.

Why Is Accountability Elusive?

If accountability is everyone's job, why does it still feel optional? Explore the four organizational components that make accountability part of your culture fabric; not just a stated value.

M&A Integration Success

Align culture, systems, and leadership after acquisition to protect value and prevent integration failure. This session equips leaders with a disciplined integration framework focused on clarity of decision rights, communication cadence, cultural alignment, and operational execution. Learn how to avoid the common traps that erode enterprise value and instead create a unified organization that accelerates performance, strengthens trust, and delivers on the strategic intent behind the deal.

Welcome to the Hospitality Economy

Explore the shift from a service economy to a hospitality economy—where experience becomes your competitive advantage. Learn how intentional, elevated client and employee experiences drive loyalty, culture strength, and sustainable growth.

Why Some Teams Win — The EQ Game in Leadership

Emotional intelligence is often the hidden driver of sustainable performance. This session explores the specific EQ behaviors that accelerate trust, influence, and sound decision-making — and the derailers that quietly erode leadership credibility. Leaders gain practical insight into how self-awareness, regulation, and relational discipline directly impact culture, execution, and results, along with tools to strengthen their own leadership impact.

The Culture Climb

Culture does not happen by accident. It is built intentionally through clear expectations, consistent leadership behavior, and disciplined systems. This session outlines the building blocks required to create and sustain a high-performing culture — one where accountability is normal, engagement is strong, and performance standards are visible. Leaders walk away with a practical roadmap to strengthen culture in measurable ways.

Strategy & Strategic Agility

Growth requires both long-term clarity and short-term adaptability. This session equips leaders with tools to strengthen strategic discipline while remaining responsive to changing market conditions. Participants learn how to align purpose, priorities, and execution rhythms so the organization can pivot without losing focus or momentum.

Scaling Businesses

Incremental growth can only take an organization so far. Scaling requires systems, leadership maturity, and operational discipline. This session explores the common ceilings that prevent companies from expanding predictably and outlines the structural shifts necessary to move beyond founder-driven momentum. Leaders gain clarity on how to build a scalable foundation that supports sustained, healthy growth.

Stop Running Terrible Meetings

Meetings should drive clarity and forward motion — not drain leadership bandwidth. This session helps organizations redesign meeting cadence, structure, and decision rights to increase velocity and accountability. Leaders learn how to create disciplined agendas, eliminate redundancy, and ensure every meeting produces clear outcomes and follow-through.

Business Effectiveness

Operational friction quietly erodes performance and profitability. This session identifies the most common breakdowns in structure, accountability, and execution rhythm that prevent organizations from reaching their potential. Leaders leave with a practical framework for simplifying complexity, clarifying ownership, and strengthening disciplined follow-through.