

Liz Bywater, PhD



Biography

Liz Bywater, PhD, is the founder and president of Bywater Consulting Group, LLC — an organizational consulting firm based in the Philadelphia area. Liz helps her clients dramatically improve individual, team, and organizational performance — resulting in greater job satisfaction, maximized productivity, and increased profitability for the organization.

A specialist in human behavior and behavioral change, she brings a sophisticated understanding of people, relationships, and communication to the corporate environment. Liz helps her clients make substantive and lasting improvements in job effectiveness.

Typical engagements involve the development of key executives and managers, turnaround coaching with valued but underperforming contributors, individual-to-job compatibility consultations (hiring, career path development, pre-promotion, and succession planning), and facilitation of key but threatened relationships within the organization.

Liz earned her PhD at the Derner Institute of Advanced Psychological Studies and her undergraduate degree at Cornell University, where she graduated Phi Beta Kappa and Cum Laude, with Distinction in All Subjects.

She writes and speaks on a variety of workplace topics. Some of her most popular presentations include: **Workplace Communication 201: It's What You Say AND How You Say It**; **The Intangible Skills That Make a Good Leader Great: Because Good Simply Isn't Good Enough**; **Keeping Valued Employees: Why Terminate When You Can Turnaround**; and **How to Retain and Develop Your Own High Performance Workforce**.

Liz is sought after for her expertise in organizational performance by journalists writing for the *Wall Street Journal*, the *New York Times*, and *Executive Decisions* magazine, to name but a few. Her own original articles have been published in a variety of print and online media.



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