



What Clients, Businesses, and Organizations have to say about working with Debra and PS&S...

- “We invited Debra to conduct Conflict Brings Forth Clarity with a group of select clients. She used their pre-submitted examples of conflicts to build a workshop specific to their needs. Evaluations stated that the workshop was very informative and useful. An added benefit with Debra’s style is the mixing of people during the workshop to stimulate conversation and make the subject fun to discuss.”
Stewart Galloway, PhD. Senior Swine Nutritionist at Hubbard Feeds
- Debra exceeded our expectations as a presenter at our conference and truly is one of the best we’ve ever had! She not only presented timely and relevant information, she did so with incredible energy and humor to keep attendees engaged. Through stories and active audience participation, she was able to emphasize the importance of self-care in the counseling profession, and attendees came away feeling refreshed with new skills to implement. What a fantastic presentation!” Debbie Gilbert, Executive Director, Iowa Board of Certification
- “If you’re looking for a personalized program that will meet your company’s unique needs, Debra Salz can deliver! In addition to facilitating 2 excellent breakout sessions, Debra had the added challenge of presenting a Capstone message on the 3rd day of our All Staff Seminar. She was masterful in weaving all the seminar topics into a cohesive message that left us with new tools for our team and individual goals. Debra gave us high-energy presentations with high-quality content and we give her high marks from Team Hertz!” Chad Hertz, Executive Vice President, Hertz Farm Management, Inc.
- “Debra, all I can say is THANK YOU – THANK YOU - THANK YOU – what a fantastic speaker you are. I have heard nothing but fantastic comments about your presentations. Our National President commented that you are the person she wishes she had gotten as the Keynote speaker for our National Convention. Such a great and motivating Keynote – you had everyone laughing and feeling good. You shared my 3 E’s: Excitement, Enthusiasm, and Energy. Can’t tell you how much I appreciate you asking beforehand what the needs are of the Association...you focused on those and helped us jump those hurdles! You are fabulous and the membership loved your presentations. Thanks, Debra, for joining us. Betty Smith, V Regional Vice President of IAIP
- “Debra with PS&S exceeded our company’s expectations at Grant Wood AEA’s Classified Staff Learning Conference. We liked the use of service, attitude, teamwork, and consistency. Debra took the time to learn about our organization and our staff which proved to be very effective! I certainly recommend Debra and her training and facilitation services to others and really appreciate the enthusiasm Debra brings with her!” Ms. Kathy Dulle, Grant Wood Area Education Agency
- “Debra Salz adds a vitality to her presentations that becomes quickly contagious. She easily draws in the audience and makes it a specific point to continue audience interaction throughout her programs. Debra schedules two programs at the library each year and does them for a small honorarium versus her normal pay schedule. She does this as a courtesy, not only to the Cedar Rapids Public Library, but for the community as a whole. She is a pleasure to work with and very accommodating and flexible with her schedule. Library programs are generally booked months in advance and Debra is always happy to schedule ahead to aid us in our programming efforts.” Nancy Olinger, Community Programs Specialist, Cedar Rapids Public Library



- “We have utilized Prevention Services & Strategies Tobacco Cessation and Stress Management programs and were pleased with the quality. Debra took the time to clearly understand our needs and made sure we were getting the product and service we expected. Employees thoroughly enjoyed working with Debra and felt the programs were beneficial. I would recommend Debra's services to others who are looking for effective programs.” Stacie Osako, PHR, Human Resources Representative, Pearson Assessments & Testing NA
- “Debra is an energetic communicator! Her interactive session helped us meet our staff retreat objectives in a fun and educational way.” Jeanine Penticoff, Manager-Customer Communications,
- “Debra gave two wonderful presentations for our event [Women’s’ Awareness Day]. The participants gave Debra excellent reviews. Her energy and positive attitude are contagious. I enjoyed working with Debra and hope to do so again.” Krista Weitz, Program Manager, Northeast Iowa Community College
- “I have known Debra for the over 6 years. I first met her when she was teaching the American Cancer Society’s Fresh Start Program. From there, Debra developed her own more intense smoking cessation program that she named the Healthy Start Program. She taught this class for me at Mercy Hospital. Debra did an excellent job with this program and always got excellent reviews from the various class participants! I enjoy working with Deb and would also recommend her to anyone that is considering offering programming for your business or community-based programs!” Doug Stahl, Health Promotion Coordinator, Mercy Hospital
- “Debra kept us involved by using Q&A and comment segments; I think that is important in Webinar. The overall program was good, and the speaker was excellent! She did a wonderful job. This Webinar was fabulous!” Attendees comments for SuperStars, ShootingStars, and FallingStars – Coaching & Mentoring for Today’s Credit Unions Webinar, Michigan Credit Union League
- “We had Debra as our speaker for our Nurses Day Celebration. She presented Happy People Secrets. We have had nothing but positive responses to the program. Everyone thought Debra was well prepared; arrived early to mingle with everyone, was energetic and knowledgeable. She is able to intermix humor with fact. The evening went very quickly. I would certainly recommend Debra.” Linda Vosberg, Member of CEU Committee with Medical Associates
- “I booked Debra without ever having heard her, but as soon as she started speaking, my secretary and I just looked at each other and smiled. Debra’s enthusiasm was evident from the very beginning of her presentation. She was dynamic, personable and captured the audience's attention. I would highly recommend her services and have referred her name to others in my facility.” Ramona Sonkens, RN, BSN, St. Luke’s Women’s Care Specialist, St. Luke’s Hospital
- “I have the pleasure of having known and worked with Debra for over eight years. She personally assisted me in the smoking cessation program, A Healthy Start. I'm very happy to say I was able to quit after smoking for over 30 years. Debra's commitment to assisting her clients is tremendous. Her positive ‘can do’ attitude is exceptional and certainly rubs off on all around her. Her professional character is excellent. I highly recommend Debra's Prevention Services to everyone. She assisted many of our employees at In Tolerance with very high success.” Jack Hardin, General Manager, InTolerance Contract Manufacturing



- “Debra with Prevention Services & Strategies met my organization’s Convention Program needs and objectives. Both her programs (Medical Complacency and Patient Non-Compliance and Happy People Secrets) were very well received and fostered great interaction. I would definitely recommend Debra’s training and facilitation services to others.” Iowa State Medical Assistants Iowa Convention Committee
- “Debra provided our Keynote, Dreams and Destinations on two occasions. She was well organized, and her presentation style is fun and dynamic. The audience was very positive about her program. I have in the past and continue to recommend Debra to others seeking a Keynote or Training Professional.” Ginny Kirschling, Program Director, Kirkwood Community College
- “We chose A Healthy Start tobacco cessation program to decrease our company’s health care costs associated with smoking. We are very pleased with the quality of A Healthy Start program and Debra’s knowledge of cessation strategies. A Healthy Start program impressed our team with its comprehensive approach and its personable facilitator. A Healthy Start met our company’s objectives and I would highly recommend this program to others.” Michelle Rynchnovsky, BSN, Procter & Gamble
- “Debra facilitated 2 sessions of SuperStars, ShootingStars, and FallingStars – Coaching & Mentoring for Today’s Credit Unions and each were a good investment in our Credit Union’s leadership and membership! Debra was easy and pleasurable to work with as she was organized and thorough. I would recommend Debra’s training and facilitation services to others as it was very well received at our Annual Convention!” Monica Zabolotny, Meeting Planner for the Michigan Credit Union League – Education Department
- “It was a real pleasure to contract with Deb Salz. Our company was interested in establishing a wellness program to incorporate both fitness and smoking cessation. The three-phase program was well designed; defining goals and tracking results. Her manner was very upbeat and positive. We are quite pleased that half our smokers have kicked the habit! Although the program with her direct involvement is completed, Deb continually stops by just to check that we are still on track. I fully recommend the service and enjoyment your organization will profit from involvement with this professional.” Robert D. Becker, President InTolerance Contract Manufacturing
- “Debra with Prevention Services & Strategies met our company’s program needs through two key elements – her pre-presentation work that allowed her to provide a high degree of ‘customization’ and her enthusiasm and ‘performing’ skills made the sessions interesting throughout the entire 2 hours. Debra was knowledgeable regarding the topic area covered and the Fun FISH! Philosophy program was presented in an organized and coherent manner. I would recommend Prevention Services & Strategies training and facilitating programs to others. Debra delivered a difficult balancing act - fun and crazy style with professional content and message. It carried off very successfully.” McKesson Ambulatory Services Group
- “I was amazed at how quickly Debra Salz was able to develop a rapport with the audience...She was by far the best speaker at the Annual convention, and there were several good ones...Her enthusiasm and professionalism left a lasting impression on everyone who attended her presentation...I hope Debra can come back next year...Can we have Debra Salz speak every year!!!!” Attendee comments from the American Association of Medical Assistants Annual Convention



- “I thought it (Leadership from A to Z) was going to be a rather bland presentation when I saw the topic on the schedule. However, Debra gave an awesome presentation! She did a terrific job and the material covered was very good. I know the other people seated at my table were very impressed!” Tim W., Rockwell Collins Web Administration, PMI Meeting participant
- “I would recommend Debra without hesitation to many organizations and associations! Debra Salz comes to the meeting prepared, capturing the attention of the attendees. Debra finds the possible leaders and engages them in conversation and while learning about the organization she is addressing; she is also assessing the background of the person she is speaking to- finding out what made that person a probable leader. Debra is an outgoing person who you can't help but like and one would always look forward to a repeat performance and/or meeting.” Conference Leadership and attendee’s comments at the Winter Seminar of the Florida Society of Medical Assistants
- “Debra Salz energizes her audience from the very start. She personalizes her program to her group. She makes sure she meets the needs of her audience and has a clear understanding of what their expectations are. Her interactive presentation style keeps your interest.” Diane Lehtinen, Office Administrator, Iowa EyeCare
- “Debra Salz brought enthusiasm and knowledge to our training event. She took it to the next level and made it interactive and entertaining.” Angela Drury, Chief Operating Officer, 1st Gateway Credit Union, Staff Development Day, Did We Serve You with G.U.S.T.O. Today? Program
- “Speaking about Happy People Secrets and Any Time for Desserts? Debra was a breath of fresh air for attendees at our Annual Wellness Day for Family Caregivers. She is an energetic, fun speaker that also provided lots of good, useful information. As our Keynote speaker, she started the day off in a very upbeat manner. One caregiver commented that, “she gave life to the living!” Sandy Nulle, Family Caregiver Support Program Coordinator, Heritage Area Agency on Aging, 2006 Caregiver Wellness Day
- “I enjoyed taking the time to reflect on the impact I get to make in the lives of others. You helped to remind me that I get to choose the way I live and feel.” “Debra’s energy is contagious. I needed to be re-energized and re-focused and this day did it!” “Debra’s style was very effective and expanded my knowledge both professionally and personally. I gained very helpful tools which I will implement.” Jenny, Wendy Y., and Casey L.’s comments – attendees of Mississippi Valley Regional Blood Center (MVRBC) Donor Resources Regional Training Workshop
- “Thanks for coming and showing our team the Pickle. We are very impressed with what you did, and we think this will make a big difference in our entire department. You are about the customer and about the Team and I appreciate your outstanding job! I hope to have you back soon.” Terry DeMarce, Senior User Support Technician, City of Des Moines IT Department
- “Debra, speaking as a class participant in your coaching session today, I just want to say that you did an outstanding job. What I learned today is directly applicable to my job and in fact, I’m incorporating it as my short-term growth objective that I’m required to establish as part of another training initiative



I'm undertaking. Really good stuff! Thanks so much." Steve Sawyer, MIS Manager, Pearson, IEEE Conference

- "Thank you again for your great presentation at ProCon. Everyone enjoyed your energy and the way you engaged everyone in the activities. You are very knowledgeable about your topics and present it in a very organized manner. Your training sessions are a sound investment and very beneficial to our workforce. Overall, my opinion of working with Debra is very positive and will surely use her again for future Conferences." Vickie Ozburn, Sr. Project Manager, Rockwell Collins, Inc.
- "Debra, what a great presentation! She is very energetic, uplifting, and the course was beneficial to our staff. It was a pleasure to work with Debra, we kept in close contact with the details through email and this worked wonderfully. She is so organized and such a fun person. Debra is really enthusiastic about her work and it comes out in her presentation. You can tell she is committed and wants the best for her clients. Prairie Lakes AEA Coordinators, Administrative Professionals Day Workshop
- "Thank you again for speaking at the IBA Human Resources Conference. It was pleasuring to work with you. As a meeting planner, I appreciated your organization and thoroughness. I usually send out a speaker information sheet, but your initial proposal had everything I would have asked for! Your presentation was right on target with everything that was promised and was high-energy, information filled start through the event! Darcy Burnett, CMP, Education Coordinator, Iowa Bankers Association
- "Every UNI supervisor and employee should take this conflict management course. Too much time is spent talking about inter-departmental change and not doing. These workshops are a great place to start that change." J. Thoreen, University of Northern Iowa Study Abroad, from Conflict Brings Forth Clarity training session
- "Debra was extremely professional throughout the planning process and was very dedicated to ensuring her session would hit the mark with our employees. Her dedication to creating a session that was tailor-fit for our group was evident in our pre-meetings. I truly appreciate Debra's enthusiasm, professionalism, and attention to detail. She was a pleasure to work with and I look forward to partnering with her again for future events. Thank you!" Comments from J. Pepping, John Deere, from Initiative Begins with 'I' training session
- "Debra was well organized and easy to communicate with in the coordination of the event. She was prompt in providing materials and clearly outlines her needs for the day...this made our preparations much easier. The program was presented in a fun way which captured the attention of the audience. Debra was very receptive to the feedback following the first presentation and adjusted the (second) presentation style to better meet the needs of the audience. The manner in which this was received and the effective manner in which the adjustment was made was much appreciated. Comments from J. Houtman, Iowa Donor Network, Strike a Balance training session
- Debra was very easy to work with and knowledgeable about the subject matter. She presented The Power of 100 in an educational and engaging manner which met our company's objectives and was a sound investment in our workforce. Comments from T. Larson, Iowa Health Physicians & Clinics



- “Debra is very positive and engaging! She enjoys what she does, and it shows. She has excellent customer service skills and is very knowledgeable about the topics she presented on. I my overall opinion of working with Debra is very positive! Kelly Eastin, Director of Inpatient Services, ChildServe
- Debra addressed our 2-day Supervisory Training with nothing but high energy, enthusiastic management tools for our toolbox. We definitely left the 2-day training with more tools than we came with. She focused on 4 topics throughout the training and kept it very lively and moved along rapidly. I felt that she met our goals that we set out in an earlier conversation and she customized the training to fit our industry. Steve Yerington, General Superintendent, Wendling Quarries Inc.
- “Get On The Energy Bus was a great course, Debra was very energetic! This was fantastic! I would have attended the afternoon sessions too if I could, because it’s a lot to think about & the more I hear it, the easier it’ll be to remember. Great energized instructor!” comments from K. Regenwether, M. Burion, E. Broderick, and J. Schmitz with VGM Group
- “Debra’s high energy presentations (Leadership Excellence Through Mickey Mouse) will leave your group ready to take on the rest of the day! It was great connecting with Debra through email prior to the presentation and receiving materials in a timely manner. The follow up was wonderful as well!” K. Kenne, Dubuque Women’s Leadership Network
- “What I found the most valuable about the training program, Happy People Secrets, was numerous things: the humor and laughter that you brought to the program an invaluable, I have been here 6 years and have not heard so much laughter at a staff meeting! Some of the staff comments I heard included: I need to start doing some if the things she talked about, that was awesome! I get to come to work! I loved the program and so did the staff. I will certainly encourage other facilities as well as our own to discuss other training opportunities with you in the future.” C. Fiedler, Program Coordinator & staff, Morningside Assisted Living
- “Deb was amazing to work with in every way. She thoroughly delivers quality information by customizing it to specific company needs.” Bridget Schultz, Product Development Specialist, Hawkeye Community College
- Debra is very knowledgeable regarding the topics she covered. All our training programs were presented in an educational and engaging manner and met our organization’s objectives. I feel these programs were a sound investment and beneficial to our participants.” Toni Claussen, Sales Manager, MethWick, Happy People Secrets Program
- “Love her energy and enthusiasm” Cindy Rillery, “Great class. Very helpful info.” Rosie Daniel, “This was awesome! It hit home in a great way” Shannon Skow, “Very well paced and energetic class. Best one in the series thus far.” Nathan Garbes; Strike a Balance participants at Hawkeye Community College Business Consortium Series
- “Appreciated Debra’s style throughout the process, and the fact that she really wanted to get to know us and our needs. Made for a much more personalized and relevant session. Also appreciated her energy and enthusiasm. It’s always nice to work with people who are positive and enthusiastic about their work.” P2P Feedback response DuPont Industrial Biosciences



- “I particularly enjoyed the upbeat approach without getting too silly/sappy. Debra has a lot of energy that she brings to the group with her presentation. The Tigger/Eeyore and Dori/Marlin analogy was fun. Also liked the time vs money \$86,400 activity. Truly is about perspective. My takeaway was really the pivot – when someone comes in and asks the same question you’ve heard 25 times that week or other minor stuff that seems irritating, they are likely genuine, and we need to stop and think as public service employees. I also liked that we moved around the room, so we weren’t always with the same staff throughout the morning. Much appreciation for your time and energy! We’ll look forward to having you back in the future.” Any Time for Desserts? Jennie Garner, Director, North Library Community Library
- “The training was upbeat, quick paced and positive. I liked how engaging the training was, rather than sitting and listening to someone talk about strategies I was able to incorporate strategies into the real-world experiences that we face. I really enjoyed the training with Debra and think that other offices and departments could benefit from this type of training.” Any Time for Desserts? Emily O’Sheridan-Tabor, Family Services Librarian, North Liberty Community Library
- “Debra was amazing, and she made it easy to learn and understand” Strike a Balance, Jake with The Crown Group
- “A+, A+, A+ Instructor!” Strike a Balance, Andrew J. with The Crown Group
- “I would like to say that working with you was a pleasure! The day was wonderful, dare I say perfect?!?! Thank you for your thoughtfulness in putting together two top notch presentations full of laughter and insight. I wish you the very best – Rock Star.” Angela Berns, CAVS, Program Manager, Volunteer Services, UnityPoint Health – St. Luke’s Hospital
- “Debra captivates her audience with a high level of energy, passion, and humor that not only energizes them but also encourages open dialogue!” The Do’s and Don’ts of Managing Up, Christi Mason, Community Education Manager, Hawkeye Community College Business & Community education
- “Debra’s energy and engaging style brings the audience into the subject and makes them feel a part of it. We have done the Change Management session with two different groups and it is a great opening workshop for a day of other presentations that challenged the group with new ideas and change in our business.” Southern Swine Peer Group Meeting, Stewart Galloway, PhD, Senior Swine Nutritionist, Hubbard Feeds
- “You were awesome to work with – well organized, asking all the right questions, staying in regular touch from the time we started talking until after the conference. Thank you so much!!!” Coordinator comments from the IBC C.A.R.E Conference
- “Deb was very concise and informative. Definitely worth the time.” Conflict Resolution participant, Nathan Garres, Easton Technical Products