



*"Leaders grow and change an organization.
We help leaders grow and change!"*

Areas of expertise include

- Developing strong leaders for the future
- Creating adaptable multidimensional employees with high emotional intelligence and broad perspective
- Executive/Business coaching: strategic, leadership, management skill development
- Culture Assessment/Integration -Mergers & Acquisitions
- Building "relationship capital", internally and externally
- Enhancing recruiting and retention programs including new candidate selection and new employee integration/on-boarding, along with counseling out
- Provide support and tools for conflict resolution
- Strengthening multi-cultural awareness
- Facilitate communication/team bonding workshops
- Assessment tools: *Birkman Method, Birkman On Demand, Management Research Group 360*

Consulting and coaching style

Clark's workshops and corporate coaching strategies focus on helping individuals realize their full potential and maximize productivity by accepting a higher level of personal responsibility, including understanding themselves and others at a deeper level with broader perspective. Her hands on leadership experience and non-judgmental approach are key factors in her ability to successfully coach toward practical applications and accelerated, sustained change.

She has good common sense, reads politics well, has senior level perspective on business issues, a great sense of humor and cares deeply about the growth, development and well-being of her clients.

Background

Janice Clark has over 30 years of corporate and consulting experience in a variety of industries including oil and gas, public accounting, engineering and construction, investment banking, publishing, PR, petrochemicals, as well as nonprofit organizations.

In all the positions Ms. Clark held, she was considered an "intrapreneur", leader, and was responsible for the hiring, development and firing of employees. Janice began her

career at Amoco in the Exploration department. She then moved to Tenneco to manage their Natural Gas Transportation Department, which included negotiating contracts to build pipelines and transport natural gas on Tenneco's and third party pipelines. Clark spent time in Washington DC representing the company in front of the Federal Energy Regulatory Commission. Later she was promoted to Director and took over long term natural gas sales and customer service to East Coast utilities. Clark joined Enron in 1987 and was instrumental in developing and growing Enron's natural gas commodities trading organization. She was responsible for day to day trading decisions and the bottom line for their West Coast and East Coast Natural Gas Trading Operations.

Clark's first consulting engagement was back at Enron in 1993 where she was responsible for the integration of all processes and departments into the Enron structure from a newly acquired organization. She later moved to London and contracted with British Gas to maximize the use of their underground storage facilities by turning them into day to day trading vehicles.

Janice returned from London to complete her Masters in Psychology and her consulting became more focused on leadership development than building businesses. However, as a sounding board and coach for senior executives the two are closely intertwined.

As a coach and workshop facilitator, Clark worked on a multi-year Leadership Development project at Kellogg Brown & Root which included MRG 360 degree coaching feedback for over 300 individuals, E.V.P.'s down to the manager level, along with leadership development workshops. The process also included the integration of two extraordinarily different cultures when Kellogg (engineering) merged with Brown and Root (construction).

Some of her clients: Hein & Associates, Total Safety, PKF Texas, Allen Harrison Co., BDO/UHY, Forrest Services, SM Energy, Kellogg Brown and Root, Hydro Quebec, British Gas - London, Union Carbide Corporation, Texaco, Dynege, Enron, The Psychological Corporation, Woodrock & Co., Bates Churchill PR.

