

ORGANIZATIONAL SOLUTIONS

ARE THE ROOTS OF YOUR CULTURE GENERATING SUSTAINABLE EXCELLENCE?

Unlock the source of sustained behavior change that liberates potential



Discover how inviteCHANGE Organizational Solutions deliver positive outcomes and impact for individual leaders and teams



Janet M. Harvey, MA, MCC

Generative Wholeness Practitioner

Experienced with individuals at the Board of Directors, “C” Chair, Executive and Senior Management levels, Janet assists executives in adopting effective habits of perception and behavior to lead and accelerate corporate strategies. Typical engagements address executive development in the following areas: articulate and inspire through clarity of vision, enable respectful challenge, debate and catalyze synergy for strategic business choices, risk/reward critical thinking about investments and shareholder value, plan leader succession and architect sustainable cultural/strategic change.

Location

Edmonds, WA USA

Industry Specialties

- Healthcare
- Manufacturing
- Financial Services
- Technology

Areas of Expertise

- Executive Presence
- Leader Development
- Culture Transformation
- Organizational Health
- Coach-Centered Workplace

Client Partners

- American Red Cross
- Bank of America
- Brystol Myers
- Charles Schwab
- Fireman’s Fund Insurance
- Franklin Templeton
- Group Health Cooperative
- MultiCare Health Services
- Phillips Healthcare
- PopCap
- SEO Moz
- Startek
- The Boeing Company
- VISA, International

Experience

With over 30 years of executive experience, both within a corporate setting and as an entrepreneur serving organizations, Janet specializes in times of transition. Executive leaders experience accelerated growth that requires surrender of old habits and beliefs that are limiting in order to adopt an expanded capacity for a long term view of the business and the development of strategies and operating plans that enable sustainable use of both financial and human assets. A systemic approach to change – whether strategically initiated or imbedded to succession and leader development programs – facilitates organizational learning and positive impact on attracting and retaining desired talent. Janet passionately believes in liberating potential in order to maximize organizational performance.

Education/Credentials

Janet holds a Bachelor of Science degree in Economics with a minor in Finance from San Francisco State University as well as a Masters of Arts degree in Organizational Development and Human Resource Management from University of San Francisco.

Janet is an International Coach Federation, Master Certified Coach with 12,000+ hours of experience primarily in organizational and executive leadership engagements. Coaching competency is supplemented with accreditations in Systemic Coaching and Constellations, Coaching Supervision, Mentor Coaching and a variety of leadership and team development assessment resources, including TILT 365, Birkman Method™, Core Values Index™ and Team Coaching International™.

Success Stories

- Financial Services CEO coached for processes to develop executive team for transition from private equity to IPO and operation as a public company; organizational size tripled in 14 months, 95% retention of executive team, 16% organizational growth sustained for five years after the IPO.
- Manufacturing Site GM, (pharmaceutical) coached for strategic business acumen and team collaboration; architected overhaul of “go to market” strategy and global positioning implemented in less time than BOD mandate and achieved accelerated revenue targets.
- Global Sales Director (advanced medical device manufacturer), coached for relationship building, visioning and collaboration skills assigned to highly risky new product line; achieved record time approval from the FDA and exceeded sales team revenue targets 15 months ahead of schedule.
- Chief Financial Officer (loss management/disaster recovery services) targeted for CEO succession coached for expanded strategic thinking capacity, balancing risk orientation with creativity and innovation, performance through others with diverse styles; outcomes satisfied Board evaluation criteria six months in advance of anticipated promotion timing.

Generative wholeness is a state of being, the outcome of coaching processes and learning that catalyzes people to boldly engage, purposefully coach, respectfully partner and authentically lead.