



JANET CARSON-FLAMINI

Director

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[VCARD](#) | [LINKEDIN](#)

Janet offers Fahrenheit's customers coaching and consulting services that improve the performance and contributions at the individual and organization level. She offers strong assessment, coaching and planning competencies that align with business and culture goals to garner greater results. Janet is a strategic Human Resources executive, business leader and global VP with an outstanding record of success leading enterprise-wide human capital strategies in start up, turnaround, acquisition and growth scenarios. She has worked effectively cross functionally in consumer product, financial and food distribution services and high tech businesses.

Janet has demonstrated success in leadership and organization development, succession planning, and talent management. She created a People Development function for a \$5B rapidly growing company designing the leadership model, 360 assessment tool, executive education and multi level management training. When the employee survey was included to the available assessment tools, analysis was completed identifying leadership behaviors that impacted employee engagement and even business indicators. Janet has provided executive coaching at all levels from c-suite executives to first line supervisors. She has been called into teams, departments and organizations to assess leaders and employee climate as well as process efficiencies and partner for change. Janet also had the privilege of an adjunct professor role at Arizona State University, WP Carey School of Business, Human Resources degree program.

FUNCTION & SPECIALIZATION

- Executive coaching
- Strategic human resources and succession planning
- Organization and leadership effectiveness assessment, coaching and planning
- Talent management and development
- Group facilitation

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Maximus
- Frito-Lay
- Simpler Media
- Progressive Insurance
- Activision Blizzard
- Baxter Travenol
- US Foods
- Chesapeake Employers' Insurance Company

EDUCATION, LICENSES & CERTIFICATIONS

- MBA, Business Administration
- B.A., Psychology
- Coaching Certificate, Association for Talent Development