



## **JAS Coaching & Training, Inc.**

### **Professional Expertise/Services**

Janine's expertise as a Master Certified Coach (MCC) comes from her experience working for global consulting firms as a Practice Leader (Interim and IMI now Ajilon) and Business Development Director (Hunter Green Associate) servicing the world's largest banks and brokerage houses (NY Stock Exchange, Merrill Lynch, DLJ, AIG, and others) manufacturing (Goodyear), telecom (NYNEX now Verizon), media (Nelson Media) and IT development firms (Oracle). She has also worked for the cosmetics industry (Estee Lauder, Revlon) and, small independent firms (Gemini), not-for-profit firms. Her background also includes designing trading systems (Bloomberg), developing sales and marketing campaigns (Gemini and Hunter Green), and designing employee coaching/mentoring/training programs.

Janine is a highly trained executive coach holding the highest credential awarded by the International Coach Federation – Master Certified Coach (MCC). As both a trainer and facilitator, Janine runs programs for organizations on leadership, manager as coach, and team building. Janine has created Brooklyn College's first coaching certificate program. She is part of the New York University's coaching faculty and curriculum development team and teaches Business Coach Training, Intensive Coach Training, Executive Coach Training and Theoretical Foundations of Coaching for an ICF accredited privately owned global organization (Results Coaching Systems) Janine's clients include the C-Suite and Senior Executives who want immediate impact and sustained results. From high-growth companies to Fortune 500 companies, Janine is known as an expert in coaching providing both intervention and high performance development for individuals, teams and organizations. She also works with high-potentials to develop the next generation of leaders.

Janine has a firm grounding in business know-how, in the world of the executive leader, in corporate cultures and their impact on the organization. She believes in facilitating positive change by helping professionals improve their thinking and giving guidance to organizations on how to improve more than just the bottom line. Fulfillment not only comes through higher profits and salary, promotions, and bonuses, but also through open communication, emotional growth, accountability, and creativity. Clients have accomplished the following with her:

- Moved up the corporate ladder.
- Met goals faster.
- Delivered better results with less effort.
- Focused on solutions instead of problems
- Increased job and life satisfaction
- Gained more independence
- Communicated more effectively
- Produced higher quality results
- Inspired employees to do their best work
- Encountered less conflict with staff
- Improved staff retention rates

### **Recent Assignments** - Examples below

ABC Broadcasting, Accenture, American Heart Association, Bank of America, Bank of New York Mellon, Benjamin Moore, BNP Paribas, Citibank, Comcast, Deutsche Bank, Deloitte, Dun & Bradstreet, Equinox Partners, Ford, Goldman Sachs, Interim Consulting (Ajilon), JP Morgan Chase, Memorial Sloan Kettering Cancer Center, Merrill Lynch, Morgan Stanley, NY Life Insurance, NY Times, Newell-Rubbermaid, Old Second National Bank, Oracle, Ogilvy and Mather, Pfizer, Price Waterhouse Cooper, Primary Care Development Corporation, Star Alliance, TIAA CREF, US Trust and Company, Wells Fargo, XCEL Credit Union

General Manager Manufacturing Company – challenged in communication, team building and delegating. Prior to this role, client was a very successful client and knew how to get results from “doing it himself”. Result – after coaching sessions,



## Pfeiffer Partner Program

brainstorming and 360 feedback – client has conducted two successful off-sites, taken each of his team members on key client meetings/conferences in order to develop his leadership team and move way from the solo consultant mindset, has jelled his team, has a new found sense of confidence in himself and his team allowing him to delegate and develop his staff. This has led to successful hires as the culture is now one that attracts the best candidates as has fostered an internal mentoring and development environment. Turnover has been reduced, contracts have been awarded and successfully delivered on time and on budget.

Managing Director Global Bank – came into organization during a leadership change and re-organization, legacy systems, silo operations. Post coaching the organization is motivated to generate new books of business whilst sustaining and growing existing books. Creativity and innovation has been sparked within the team now that they have a manager who not only supports them but is transparent with her agenda. Coaching helped her focus on building additional business and new clarity and focus has landed the largest piece of business in the department's history.

Executive Director Global Risk & Analysis – challenged with 360 leadership with a global team/organization. Post coaching intervention: weekly meetings occur with each team, monthly meetings with peers and manager, semi-annual visits to virtual teams, training calls scheduled to improve skill sets and empower team. This has led to sustained practices for managing change and cultural differences, individual retention and team engagement were significantly impacted at multiple levels globally, client and his direct reports find that they are more productive as a result of conducting results oriented meetings and conversations, and client is feeling in control in managing performance.

Development Director Major Non-Profit – re-energizing the board of one of the oldest NPO's in the US in the education area and acquiring grants to fund new and existing programs. Post coaching outcomes: new committees formed, new board members were introduced, and exceeded all fund raising goals for the calendar year.

### **Education and Professional Affiliations**

- St. John's University - BS Mathematics
- Queens College – MA Computer Science
- International Coach Federation – Master Certified Coach
- iPEC Coaching – CEC
- Results Coaching Systems – CRC
- Coach University – CEG
- DISC; Lominger Voices, Genos Emotional Intelligence, Booth 360, Wholebrain Creativity

### **Contact Information**

JAS Coaching & Training, Inc.  
646-742-0770; [janine@jascoaching.com](mailto:janine@jascoaching.com)  
[www.jascoaching.com](http://www.jascoaching.com)