

## Jan Thompson, PCC

Jan Thompson is a Leadership coach with over thirty five years of business experience working with corporate professionals. She offers leadership development coaching to leaders in a wide array of areas such as high technology, professional services consulting, biotechnology, financial services and others.



Recent neuroscience research has dramatically changed how Jan approaches behavioral change with her clients, focusing more on leveraging strengths and establishing new behaviors to build an inner foundation for outward results. Her clients report that they make lasting changes in the way they approach their careers and their jobs.

As a former line manager of a \$180 million international corporation, she is experienced with both startup and growth situations. Consulting with over 1000 executives and professionals, using 360-degree feedback, career counseling and other methods, has also given Jan a unique background as a coach to high potentials and managers.

She has a B.A. in English from the University of Houston with advanced studies in Psychology and Business. She is a Professional Certified Coach (P.C.C.) with re-certification from The International Coach Federation required every third year.

### Key Highlights:

- Provided leadership coaching over a 13-year period to the San Diego, CA senior leadership team and identified high potentials of a \$6 billion consulting firm. This highly analytical group made the shift to a participative culture and currently lead their local market.
- Jan's expertise at writing Coaching Plans that help clients achieve their goals was recognized recently by Experian Corporation. She authored all examples of coaching plans for their Employee Development Resource Guide.
- Successfully coached to retain key executives in both financial and biotech industries through a challenging coaching program while their companies were in stagnant growth periods. In one case, retaining the Joint Venture Manager for a Biotech assured renewal of a key contract with their joint venture partner.

- Provided transition coaching for a number of clients: examples such as “on boarding key new hire Executives”, “moving to a larger scope of job within same company”, “moving from technically focused area (ie Information Technology) to Chief Operating Officer of the company.

**Companies I've Worked With (and Years With Each Company):**

- Korn Ferry/Lominger International                    1994-2008
- Drake Beam Morin, Inc.                                    1982-1995
- M. W. Kellogg    1979-1982
- Texas National Bank                                        1975-1979
- Schlumberger Well Services                                1972-1975

An independent consultant since 1995: Sample coaching-related contracts

- Booz Allen Hamilton                                        1995-2010
- Genentech    2000-2009
- ACC Consumer Finance                                    2007
- Goal Financial    2006
- BiogenIdec    2004
- Jack in the Box     2004
- Anadys Pharmaceuticals                                    2006-2009
- Pfizer    2006-2008
- Wachovia Dealer Corp                                      1999-2008
- Kyocera    2002
- Hewlett Packard    2000
- Transcanada Pipeline                                        1997-2000
- Gen-Probe    2000
- Catholic Healthcare West                                    1999
- Cymer    1999
- Advanced Tissue Science                                    1998-2000
- Qualcomm     1996
- Coherent Laser Systems                                    1997-2001

**Geographies I've Worked In:**

- USA
- Canada
- Ireland, U. K., Barbados, Bogota, Singapore (phone coaching)

**Leader Positions I've Coached:**

- Manager, Director, Vice President, Sr. Vice Presidents, C-Level, CEO and other high potential employees identified for fast track coaching in major

organizations such as Hewlett Packard, Genentech and Booz Allen Hamilton.

### **Business/Talent Challenges I've Helped Leaders Solve:**

- Creating cross market and functional work relationships to achieve results in a highly matrixed environment across the United States and Pacific Rim.
- Adapting to a change in culture from a “silo” mentality to highly participative across all business units
- Helped Executives create a strong “pipeline” of talent within their own organization—identifying high potentials and coaching to gain key competencies
- Multiple projects for small to medium sized businesses---helping them create Leadership Profiles of mission critical competencies for success, delivering 360 feedback 1:1 and group results for same competencies and coaching for selected competencies most needed to close a gap.
- Coaching high potentials to develop more Learning Agility—the ability to learn faster and better than others, while applying their learning in new and different ways to business problems
- Coached Executives with “lightning quick brain power” to help their staff understand their thinking process and begin to replicate it

### **Leadership Experience:**

- **Managing Director** of the San Diego branch of a \$180 million consulting firm; led the startup of the branch and grew it over an 8 year period with 10 staff and 30 adjunct employees.
- **Project Manager** for major account delivery at General Motors and others. Required deployment of consultants throughout the United States to meet client requirements.
- **Manager, Human Resources** for a small retail company.