

Janice M. Monti, The JANUS Group

PHILOSOPHY STATEMENT

The mission of The JANUS Group is to collaborate with clients to plan and execute strategies that support sustainable individual and organizational transitions. The JANUS Group takes its name from the ancient Roman god of gates and doors, beginnings and endings, represented by two opposite faces. Janus was selected as a metaphor for The JANUS Group's approach to transition services; "Opening doors for individuals and organizations." The JANUS Group works with its clients to achieve long-term success by:

- Creating a clear and compelling picture of their ideal future
- Building individual and organizational strength to achieve their ideal future
- Internalizing individual and organizational discipline required to stay on course



AREAS OF EXPERTISE/RESULTS

- Strategic planning
- Building effective work teams
- Cross organizational partnering
- Process improvement
- Conflict resolution
- Organizational change
- Career counseling / outplacement consulting
- Retreat design and facilitation

EXPERIENCE / SELECTED PROJECTS

- Selected projects include: design and facilitation of partnering sessions including inter- and intra-organizational alliances; chartering new teams; project delivery team training; team- and community-based strategic planning; employee and management mediation; career support for relocated employees; coaching for process improvement / implementation teams.

CREDENTIALS

- Founding Director, Executive MBA Program, University of Washington School of Business
- Founding Board Member, Graduate Management Program, Antioch University
- MA, Counseling Psychology, The University of Oregon

SELECTED CLIENTS

- A partial list of clients includes: The US Army and The US Army Corps of Engineers; CH2MHILL; The Boeing Company; ImageX, Inc.; The University of Washington; The Cities of Kent, Federal Way, Issaquah and Shoreline; Western Washington University; The Washington State School Directors Association.

Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.