



Janet Spencer, Ph.D. Consultant

Dr. Janet Spencer is an organizational consultant who works with senior leaders of complex global companies to help them grow and transform their businesses and dramatically improve their personal leadership.

For more than twenty-five years Janet has led dozens of C-suite organization development engagements spanning a wide range of industries, focusing primarily in the areas of organization design, enterprise-wide change management, executive team development, and senior leadership effectiveness. Her passion is working with executives to effectively transform their organizations and their own leadership in order to meet change-related challenges confronting their ability to perform. A selected client list includes AbbVie, Bausch & Lomb, BlackRock, Bracco Diagnostics, Citibank, Corning, Covance, JP Morgan Chase, Royal Ahold, Procter & Gamble, Raytheon, and Texas Instruments.

Prior to establishing her independent practice, Janet was a senior partner at Oliver Wyman Delta (formally Delta Consulting Group), a top-tier consulting firm focused on assisting CEOs of global companies as they implement game-changing transformations—for example, major mergers and acquisitions, enterprise-wide structural changes, and business model alterations in turn-around situations. In addition to leading a number of the firm's largest client engagements, Janet also held several senior leadership positions, including leadership of the Research group; co-leadership of the firm's innovation process; and the creation and management of its international operations in Canada, France, and the United Kingdom.

Before joining Oliver Wyman Delta, Janet worked as a Principal Consultant for W. Warner Burke Associates concentrating on executive team building and management development activities. Her responsibilities included designing and leading both company-specific and public executive development programs. She also led assessment center design and implementation.

Janet has published numerous book chapters and articles on the subject of managing change, and she is co-editor of *Executive Teams* (Jossey-Bass, 1997). She received her BA in psychology from Clark University, and her Masters and PhD from Columbia University in organizational psychology.

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Nevins Consulting, Inc. works with executives, teams, and organizations to create tailored solutions in the areas of leadership and management development, organizational effectiveness, and talent assessment and planning. We collaborate with our clients to help them achieve specific and meaningful organizational and business results. Our services and solutions range from executive coaching and team alignment to organizational development and the creation of leadership and executive training programs. Our passion is to help our clients develop extraordinary leaders, highly functioning teams, execution-driven organizations, and the talent-management processes that will ensure long-term and sustainable success.