



Jane Lavelle Farris

***Results through people* - helping leaders and their teams increase performance and engagement**

With 20 years' experience working with the likes of Blackberry, General Mills, Ford, Scotia and the Government of Canada's Ministry of National Defense, Jane draws on a full suite of organizational development skills, experience and expertise to help leaders and their teams achieve measurable results. Jane consults on strategic planning, competency development, leadership development, talent and succession planning, learning and development, employee engagement, change management, executive/manager/team coaching, team development, performance management, conflict management, productivity/process improvement, and creativity and innovation.

An experienced Chief Executive Officer, Chief Learning Officer, Senior Leadership Consultant and independent consultant Jane is known as a leading-edge subject matter expert and a valued advisor who loves what she does.

SELECTED ACHIEVEMENTS

- **Organizational Redesign** - saved one not for profit \$800,000.00 against a \$2.2M budget
- **Process Improvement** - saved one Pharma team \$40,000 every brand planning cycle
- **Team Performance Coaching** – helped to create the best results in eight years with one National Sales Pharma Team
- **Leadership Behaviors** - improved by up to 90% among 300+ Financial Services leaders
- **Employee Engagement** - increased from 68% to 80% at a top tier bank team within six months
- **Change Management**-for four companies (4,000 people, 400 managers, 100 senior managers) at AT&T
- **Leadership Consultant**-sole advisor to Blackberry during growth from 365-16,000 employees

PRIOR EXPERIENCE

- The Osborne Group
 - Waldorf Academy
 - World Renew
 - Jonah Group
- Visionledd - CEO
- Work Well Done, Inc.- Chief Learning Officer
- Tangerine - Senior Leadership Consultant
- MiCA Consulting Partners - Senior Organizational Development Consultant

QUALIFICATIONS

- Western University, Masters Library and Information Science
- McMaster University, Honors Bachelor of Arts
- Western/St. Francis Xavier, Adult Education (coursework)
- Centennial College, Wellness and Lifestyle Management Certificate
- Adler Institute, Coaching Certification
- Six Thinking Hats™ Certification
- Leadership Effectiveness Analysis™ Certification

