

Janet Frod, CPCC, ORSCC, PCC

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PROFESSIONAL PROFILE

An internationally certified coach specializing in executive, leadership and team development.

A proven record of change management, innovation, collaboration and goal achievement.

An accomplished executive leader with 20 years of experience in university, health care and social service sectors.

Well regarded by professional colleagues, clients, senior volunteers and staff because of personable style and approach. Known as someone who thinks and acts strategically and who get things done.

SELECT ACCOMPLISHMENTS

One of first 30 people internationally certified as an Organization, Relationship and Systems Coach – pioneer in applying team coaching with over 20 teams in North America; teams from 4 to 45 members. Created a specialized program: “Trust: The Essential Ingredient for Team Success” as part of the credentialing process.

Facilitated a year long change management process for a global manufacturing company – applied a team coaching model to support a positive and proactive change process; coached a 45 person virtual team from three countries through the design and implementation of their change project. We used a team diagnostic tool that benchmarked success on 14 factors of team effectiveness. The team accomplished the project on time and on budget and reported high levels of trust and excelled in skills for constructive problem solving.

CAREER HISTORY

President , Horizon Leadership Institute Inc.	2005 - present
Faculty Member , Center for Right Relationship	2008 - present
Executive Director , St. Joseph’s Health Care Foundation	2002 – 2004
Campaign Director , St. Joseph’s Health Care Foundation	1999 - 2001
President , Janet Frod Consulting	1996 – 2001
Professor , Fanshawe College	1999 - 2000
Director of Development , Victoria Hospital Foundations	1994 - 1996
Associate Director of Development , U.W.O.	1987 - 1994
Campaign Director , Alumni Challenge Campaign, U.W.O.	1985 - 1987

PROFESSIONAL EXPERIENCE

Executive and Leadership Development

- Coaching specialty is with executive leaders stepping into new leadership roles or those who are facilitating change
- Also coach emerging leaders being groomed for more senior roles
- Coaching for highly successful professional creating personal succession plans or navigating career shifts
- Sectors of specialty – non profit, public sector, business

Team and Organizational Coaching

- Using team assessments, measure team effectiveness and culture
- Design customized team coaching programs to maximize strengths and develop weaknesses; create a shared vision; design team agreements; process conflict in constructive ways; create alignment through shared values; work to resolve toxic communication styles
- Specialty scenarios – integration of a new leader, cross functional team alignment, change management project, proactive creation of new culture

Instructional Design

- Create and design custom curriculum for CRRGlobal Relationship Excellence Series; advance coach training in team effectiveness – Trust: The Courageous Journey for Partners, Teams and You!
- Workshop course design on specialty topics related to leadership development, conflict competency, relationship management skills, and team/culture transformation

Strategic Planning and Visioning

- Conduct stakeholder input and consultations that provide input to planning processes
- Facilitation of Boards and teams in setting their vision, articulating strategic priorities and setting plans
- Develop training, development and coaching plans to support leaders and teams for readiness to launch a new strategic plan

Board Development

- Facilitate Boards of Directors through board development process using a Governance Excellence Model
- Coach Board Chairs and ED's as they design their relationship
- Coach Board teams to create a powerful, trust based relationship to support their governance role

Workshop Facilitation

- Conduct customized leadership development workshops – half and full day sessions
- Present at conferences and organizational development retreats

Training and Development

- As a faculty member, provide supervision to students in the Organizational, Relationship and Systems Coaching certification program
- Teach and mentor coaches in business and relationship development and how to build and grow networks.

EDUCATION & PROFESSIONAL CERTIFICATIONS

Professional Certified Coach The International Coach Federation	2009
Organization, Relationship and Systems Certified Coach Center for Right Relationship, California	2009
Certified Professional Co-Active Coach Coaches Training Institute, California	2005
Executive Leadership Program Richard Ivey School of Business, UWO	2003
Honours B.A. - Sociology and Psychology (Social Behaviour) Queen's University, Kingston, Ontario	1985

DIAGNOSTIC TOOLS

Certified Facilitator, The Conflict Dynamics Profile Eckerd College, Florida	2009
Certified Facilitator, The Leadership Circle Profile and Culture Survey The Leadership Circle, Ohio	2009
Certified Facilitator, The Team Diagnostic Assessment Team Coaching International, California	2006

PROFESSIONAL AFFILIATIONS

International Coach Federation
Strategic Capabilities Network

COMMUNITY INVOLVEMENT and AWARDS

Founding Member, Centre for Social Innovation London, 2008 – present

Member, Institute of Women in Leadership at Brescia University College, 2007 – 2009

London Regional Children's Museum, Board of Directors, 2002 - 2004

Sirius Award, LRFRE Fund Development Professional of the Year, 2002

London Community Foundation, Grants Committee, 1998 - 2004

Women of Distinction, YMCA, Steering Committee, 2001, 2003 and 2005

London and Region Fund Raising Executives Chair, Program Committee, 1998 and Founding President 1991

Bereaved Families of Ontario, Regional Representative, Provincial Board of Directors, 1995 - 1997 and President - London affiliate, 1993 - 1994

Provincial Volunteer Award, Bereaved Families of Ontario, 1996

Perinatal Loss Committee, St. Joseph's Health Centre, community representative, 1994 - 1996