



JANICE HALE-HARRIS

SENIOR CONSULTANT | Arbinger Institute

ABOUT ARBINGER

Arbinger is the world leader in mindset change. Through training, consulting, coaching, and implementation programs, Arbinger enables individuals, teams, and organizations to change from the default self-focus of an inward mindset to the impact-focus of an outward mindset. Arbinger provides strategies and behavioral reinforcements that sustain this change. The result is dramatic and sustained improvement in the key success indicators of our client organizations—in their levels of collaboration, employee engagement, accountability, revenue growth, market share, and profitability.

Arbinger's programs and methodology are based on 45 years of research in the psychology of human behavior and motivation, and more than 40 years of experience working with organizations worldwide in the corporate, healthcare, education, government, public safety, and nonprofit sectors. The Arbinger team is comprised of individuals from diverse backgrounds and industries who possess the ability to help individuals and organizations achieve success through a fundamental change in mindset. Arbinger has offices in nearly 30 countries.

Janice is a seasoned speaker, coach, and facilitator with vast experience helping teams achieve the best in human capital. Before joining Arbinger, Janice was VP of Learning and Development for United Site Services, a role that she assumed after leading Organizational Development and Strategies for Waste Management for almost 15 years. Prior to that, Janice served as President of K.H. Technologies, Inc., providing coaching and consulting for business leaders, NBA, and NFL players and also served as Senior Vice President and General Manager for Lee Hecht Harrison.

Beyond her extensive Organizational Development, Learning & Development and coaching experience, Janice possesses sales, marketing and general management expertise as a result of her experience as manager of Microsoft Corporation's retail market segment and as a franchise owner for one of the fastest-growing franchise chains in the U.S.

Janice has an MBA from Texas Woman's University and a B.S. degree in Communications from Syracuse University.

Among her many professional and civic affiliations, Janice served as Board Chair for Houston Public Media, which supports Houston's NPR, Classical Radio, and PBS Television stations. She is also the board secretary of Houston's Tax Increment Reinvestment Zone Five and serves the March of Dimes as a Steering Committee Member Advocate for Birth Equity for Women of Color.

Janice has authored a short story and journal series entitled *Hand In Hand*, a way to have meaningful physical connection to friends and family no matter where they reside.