



## Janus Development Group

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### *Jan Day Gravel*

Jan Day Gravel is the President and Chief Learning Officer of the Janus Development Group, a firm whose mission is to help individuals, organizations, and communities create a path to their desired future. Jan has over twenty years of experience in coaching people to develop their capacity to be better leaders both personally and professionally. Her work in Emergenetics<sup>®</sup>, how one is born genetically wired with a tendency to think and behave in certain ways, has enabled thousands of individuals to “lead with their brain in mind” and increase not only their capacities but those of their team and their community to get the results they desire.

Working with community leaders, corporate and not-for-profit organizations as well as local and federal agencies, Jan has coached individuals and teams to address management issues and progress toward individual and organizational excellence. Her coaching has guided individuals and teams to identify sustainable solutions and face change with greater ability for success. She specializes in coaching executives to help leaders and managers identify their goals, get unstuck from their dilemmas, and support them as they transfer their learning into results not only for themselves but their organizations and communities.

Jan is the only person in the United States to have served as the Executive Director for six independent community leadership programs. She is a 1993 graduate of Leadership Louisiana. For the past several years, she has volunteered her expertise as a professional trainer for Leadership Arlington, collaborating on their adult Signature Program, facilitating trainings for their Board of Regents and, most recently, working closely to develop and lead their Executive Forums program.

Certified in principle-centered negotiation, she received a Masters of Arts in Conflict Resolution from Antioch University in Ohio. Her research is based upon the Emergenetics<sup>®</sup> model and the creation of community coalitions on public policy issues. Her work in organizing a community coalition focused on education issues caused the Baton Rouge Business Report to recognize her as one of the “Top 25 Women of the Year.” A graduate of the Georgetown Executive Coaching Program, Jan is an ICF certified coach as well as Center for Creative Leadership 360<sup>°</sup> and Leadership Circle<sup>™</sup> certified.

Other consulting services include strategic planning, change management, graphic facilitation, community leadership programs, public coalitions and organizational development. Representative clients include City of Alexandria (VA), City of Manassas, Leadership Arlington, Leadership Louisiana, Leadership Alexandria (VA), Leadership Fairfax (VA), Leadership Prince William (VA), Fairfax County, FBI, USAID, International City/County Management Association, Alexandria, VA Chamber of Commerce, AmSouth Bank, Synovus Financial, Alliance for Judicial Excellence, and the National League of Cities.

