



Dr. Janice Doucet Thompson

Janice is founder and principal with JD Thompson & Associates, a Sacramento-based leadership and management consulting firm. As an organization development practitioner, she has passion and knowledge to optimize leadership effectiveness and resiliency within her client organizations. A highly experienced and skilled consultant, Janice understands what it takes to deliver results in challenging and complex environments. Her areas of expertise include succession planning and talent management, leadership and management development, change and leadership coaching.

Janice has achieved results for people and performance initiatives working in a variety of industries. Her recent client work includes projects with Farmers' Rice Cooperative, Teichert, Inc., Fat Family Restaurant Group, Ramos Oil, MBK Engineers, Tri Counties Bank, Raley's, The State Compensation Insurance Fund, Lam Research and Autodesk. She is a Consulting Associate with The Ken Blanchard Companies and a Certified Coach with Marshall Goldsmith Stakeholder Centered Coaching.

Janice's 25-year-career has included leadership roles with Sutter Health, Raley's, The Ken Blanchard Companies, The Juran Institute, First Union/Wachovia, Capax Insurance Services, Blue Diamond Growers, and San Jose State University. At Sutter Health and Raley's, she designed and launched executive development and leadership programs to build the leadership bench and drive both organizations' succession planning efforts. At Juran she worked as the Change Practice Leader helping clients implement large-scale change initiatives in the healthcare practice.

Janice is passionate about teaching and serves on the faculty at the University of San Diego, where she teaches Succession Planning and Talent Management for the School of Business Administration, Master of Science in Executive Leadership program. She has taught *Unleashing the Power of Women in the Workplace* and *Delivering Powerful Presentations* through the Executive Education Series at USD.

A lifelong learner, Janice holds a Doctor of Education in Organizational Leadership from Brandman University, part of the Chapman University system, a Master's Degree in Human Resources and Organization Development from the University of San Francisco, and a Bachelor's Degree in Public Relations from San Jose State University. She is certified as a facilitator and coach for DiSC, Learning Styles, and Voices and Benchmarks 360° assessments, as well as a 4MAT trainer and curriculum designer. She facilitates Blanchard workshops on Situational Leadership II®, Situational Self Leadership®, and Leading People through Change.

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