



SIGNATURE CONSULTING

EXPERTS IN LEADERSHIP &
EXECUTIVE DEVELOPMENT

Driving business impact through leadership excellence

I created Smith Signature Consulting to drive business impact for clients. I achieve this by working closely with leaders to help them build resilient, purpose-driven teams and cultures, empowering them to navigate complex challenges and enabling them to shine in pivotal moments. By designing tailored solutions and working in partnership with executives, I ensure they stay focused on their business needs while elevating their leadership capacity, enhancing team performance, and driving maximum business impact.

Empowering leaders Transforming teams Driving business value

The fundamental purpose of every business, team, and individual within the organization is to create value. Every leader plays a vital role in creating, capturing, delivering, sustaining, and measuring relevant value. In today's complex business landscape, it is more important than ever to ensure leaders not only perform within their areas of responsibility, but that they also align strongly with peers to maximize collective business value.

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Integrating leadership and team development into the focused responsibilities of running a business is the best way I know to create relevant, lasting, and impactful development that directly supports leaders in creating business value.

-Jan Smith, Founder

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PROVEN LEADERSHIP RESULTS

Scaling Leadership to Build and Transform a Business

Supported Red Hat's growth from a \$750M company to a \$4B+ global leader, culminating in a \$34B acquisition by IBM; drove leadership capability development across the organization; co-created the iconic open culture.

Driving Post-acquisition Cultural Integration

Served as a key member of IBM's post-acquisition integration team, aligning cultural strategies to ensure successful integration and maintain business continuity at Red Hat, from 2019 to 2024.

Shaping Leadership Brands

Defined and shaped Red Hat's leadership brand; secured the Board's confidence in leadership capabilities and influenced talent management strategies to support 56 consecutive quarters of growth.

Coaching Leaders of/in Technology

Built and led the global Center for Leadership at Red Hat, impacting the careers of more than 1,000 executives and their teams; coached Red Hat's senior executives during years of dramatic growth; earned recognition for technical orientation that resonated strongly with technology leaders.

Restructuring for M&A Success

Retained to support the restructuring and sale of Nortel's key business units following its Chapter 11 filing, ensuring readiness for M&A opportunities.

Supporting Pre-IPO Businesses

Provided executive and team coaching support to prepare leaders for the rigor demanded of publicly traded companies.



SIGNATURE CONSULTING

Business Transformation & Change Leadership

Empowering leaders to navigate and lead through complex transformations with confidence and agility

- Change strategy, planning & coaching
- Change leadership workshops
- Cultural and organizational transformation
- Stakeholder engagement and communication
- Post-change leadership support

Leadership Brand & Culture Development

Shaping an authentic leadership brand and creating a purpose-driven culture and cultivating highly engaged teams

- Defining and amplifying a leadership brand aligned with the organization's values
- Culture assessment to identify cultural strengths and opportunities
- Developing a purpose-driven culture that supports employee engagement
- Strategies to enhance alignment and pride of ownership

Executive Assessments

Comprehensive evaluations to identify strengths, development opportunities, and leadership potential

- 360-degree feedback
- Personality & behavioral assessments
- Leadership style analysis
- Development plans

Executive & Board Advisory Services

Guiding executives, boards, and leadership teams through complex challenges, transitions, and growth opportunities

- Scaling leadership capabilities and succession planning
- M&A preparation and integration
- Team formations and restructurings
- Leadership development strategies

WAYS WE CAN WORK WITH YOU

Personalized Executive Coaching

Individual coaching to enhance leadership effectiveness, strategic thinking, and personal growth

- Strategic decision-making
- Leadership presence and influence
- Goal setting and achievement
- Emotional intelligence and resilience

Executive Team Engagements

Expert facilitation of leadership team meetings to drive innovation, strategic planning, and team development

- Planning and structuring high-stakes leadership meetings
- Facilitating strategic planning sessions
- Conducting interactive team exercises
- Guiding effective team discussions and decision-making

Executive Team Coaching

Working with leadership teams to strengthen dynamics, improve collaboration, and align leadership objectives

- Building and optimizing teams for performance
- Improving team dynamics
- Navigating new challenges
- Developing a unified leadership approach

Leadership Development Programs

Customized programs to develop key leadership competencies and foster long-term growth

- Leadership development workshops
- Executive-focused seminars
- Accelerated leadership programs
- Continuous learning and support



SIGNATURE CONSULTING

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I'm dedicated to helping leaders excel in the moments that matter most and to create lasting competitive advantage in today's complex and dynamic landscape.

-Jan Smith, Founder

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ABOUT JAN SMITH, FOUNDER



With more than 25 years of experience driving transformation and growth in iconic organizations, I help leaders achieve strategic results by integrating leadership development with business strategy. Drawing on a technical foundation from my early career in engineering, I offer a unique blend of leadership insights and business acumen to help senior executives and leadership teams navigate complex challenges, build resilient cultures, and drive **performance**.

At the heart of my approach is the belief that leadership development is not an isolated initiative—it's a catalyst for business success. I work closely with organizations to build leadership strength in ways that drive meaningful business impact, such as scaling growth, leading change, and improving organizational **effectiveness**.

Having led key leadership initiatives at companies like Red Hat and Nortel, where I supported their dramatic transformations, I bring deep expertise in aligning leadership development with strategic goals. Through personalized coaching, assessments, and team engagements, I partner with executives to set strategic priorities, align teams, develop leadership competency, and achieve lasting **impact**.

