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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 of Smith Signature Consulting

Jan Smith specializes in leadership development and organizational effectiveness – partnering with executives and leadership teams to foster growth and resilience in rapidly scaling organizations. In addition to designing transformative leadership programs, coaching senior leaders and teams, and advising on organizational strategy, Jan is passionate about creating cultures where leaders and teams thrive. She excels at bridging silos and unlocking the power of collaboration across businesses.

Highlights from Jan’s 25-year career include scaling Red Hat from a \$750M company to a \$4B+ global leader, co-creating its iconic open culture, and leading cultural integration during its \$34B acquisition by IBM. She has coached more than 1,000 leaders globally, blending her technical background with open leadership principles. Earlier in her career, she led restructuring efforts at Nortel during its Chapter 11 process and helped prepare the organization for multiple successful M&A opportunities after serving in multiple leadership positions within the talent and engineering functions. Jan has also worked with a number of pre-IPO businesses, providing executive and team coaching to prepare leaders for the rigor demanded of publicly traded companies.

Jan recently co-launched a podcast series, ‘We’ve Been Thinking - All Things Leadership’, exploring the universe of leadership challenges and strategies. Through this platform, she shares valuable insights and experience to help leaders navigate real-world issues and thrive in today’s dynamic organizations.



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