



JANINE HAMNER

— Excellence in Leadership and Culture —



Forbes



Meet Janine Hamner Holman

Janine Hamner Holman is an international keynote speaker and recognized leader in organizational and leadership development. She is also the CEO of the J&J Consulting Group, which works with organizations to create a workforce that is high performing, profoundly inspired, and deeply committed.

Janine brings science-based solutions to the challenges that many organizations face:

- ✓ **Recruiting and retaining top talent** (63.3% of companies say retaining employees is actually harder than hiring them...and hiring the right people is hard!! Organizations hire the wrong manager 82% of the time)
- ✓ **Low employee engagement** (more than 85% of staff are disengaged and this costs US companies \$450-550 billion each year)
- ✓ **Unskilled and uneven managers** (more than 90% of managers are not trained to be effective managers and almost 2/3 of all employees who voluntarily leave their job do so because of poor managers)
- ✓ **Insufficient internal communication** (91% of employees feel that their manager - and organizational leaders - can improve how they share information)
- ✓ And many more...



Janine's unique background separates her from the pack. Janine spent 17 years as a non-profit leader, implementing management programs at three major organizations. She then moved into the private sector working for a Fortune 200 company where she grew her personal business portfolio from \$3.5M in annual revenue to over \$33M in annual revenue for the company. In 2017, Janine started her own organizational development and leadership training company when she saw the pressure that Millennials were putting on the workplace were ones she was perfectly positioned to meet:

- ✚ Work that's personally meaningful
- ✚ A coach, not a boss
- ✚ Organizations that care about them as people, not as producers

As a result, Janine is a sought-after business culture catalyst who inspires, empowers and guides organizations and individuals to create sustainable, high performance organizations.

Ultimately, a lot of the work that Janine undertakes lives in the domain often known as “organizational culture.”

In a long-term study undertaken by **Harvard Business School**, companies that had the best corporate cultures, that encouraged all-around leadership initiatives, and that highly appreciated their employees, experienced a **682% growth in revenue**. During the same period of evaluation – 11 years – companies without a thriving company culture **grew only 166 percent in revenue**. **This means that a thriving company culture leads to more than 4x higher revenue growth!**



Company culture and employee engagement go hand in hand.

Janine’s Core Talks

- Wait, What Did You Say: The Lost Art of Listening at Work
- Use Civility to Differentiate Your Culture
- Redefining Leadership in the Age of Disruption and AI
- Beyond Napping Pods: Create a Healthy Culture That Drives Results
- Why the Customer Must Come Second
- The Best Investment You Can Make to Grow Your Business

Industries

Janine has worked with a wide variety of industries, associations and types of audiences including Legal, Real Estate, Transportation, Utilities, Waste and Recycling, Retail, Non-profit, Technology, Human Resources, Small Business, Higher Education, Government, Professional Services, Sales, Finance/Accounting, Community Service Associations, Women’s Groups, Insurance, Health & Wellness, and Consumer Products.

J&JCG’s Key

Values:

- Integrity
- Leading Edge
- Empowerment
- Authenticity
- Fun!

If our values march yours, contact us! We solve problems and deliver results for our clients!

Connecting: Head and Heart

Janine brings a deep understanding of brain science and emotional intelligence. She combines these science-based tools with heartfelt stories that both keep people engaged and embed the learning.



To Book Janine or schedule time to investigate collaborating with J&J Consulting Group:
Email: Teams@JandJCG.com