

Janet Victorson

Janet Victorson has over twenty five years of experience in the Human Resources field working for global companies in the chemicals, agricultural products and health care industries. Through a variety of line, staff and HR leadership roles, her experience includes serving as Management Development Training lead for Union Carbide Corporation, Labor Relations Manager for Rhone-Poulenc AG, Human Resources Manager for Rhone-Poulenc AG and Aventis, and Director of Human Resources for Bayer CropScience. In Janet's most recent role in the private sector, her experience included regional responsibility for Talent Management in the global Center of Expertise for Bayer AG. She has significant experience in the development and delivery of talent management tools and processes, including leading a state-of-the-art global assessment process to verify talent for mid and executive level leadership positions at the Regional and Global level. Janet's coaching clients range from management through the executive level. Her coaching work, focuses on helping leaders and potential leaders identify development opportunities, realize their potential and execute Individual Development Plans.

Janet is currently an independent consultant with areas of focus in Assessment, Leadership Development (including program design and workshop delivery), Coaching, and Team Building.

She is the co-author of *Developing a Global Mindset: Cross-Cultural Challenges and Best Practices for Assessing and Grooming High Potentials for Global Leadership* published in the 2012 special Global HR issue of *People & Strategy*, the professional journal of HRPS. She also authored *Safeguard Against Making your Employees Vulnerable to Identity Theft*, for the West Virginia Chamber of Commerce's 2004 Fall/Winter edition of the *West Virginia Human Resources Journal*.

Janet has an MBA from the University of Florida, is a certified coach, and is SPHR, OPQ, MBTI, GMI and Lominger certified.