

## Janaki Severy – Managing Dynamics

### PHILOSOPHY STATEMENT

**What you focus on grows.** Where you place your attention guides awareness and pre-occupation towards the person, behavior, expectation or perception you have formed... If you are looking for errors, that is what you will see, above a history of accuracy and excellence that may exist. Pay attention to what you “do want to develop”.

**People will rise to your highest level of expectation.** The question to ask is not necessarily, “What do you see? Rather it is, “What do you want to see?” Once you identify what you want to see, create a plan to provide an environment and climate, which will promote and sustain the behaviors you seek.



### MY APPROACH

**Create an environment that promotes the behaviors you seek.** Many times we recognize what new behaviors need to develop, however, we often are not aware of the barriers that exist within the culture that make change difficult. Many times these appear as commonly known “unconscious practices or unwritten rules” which inhibit or even discourage the desired new behaviors.

**Use outcome based thinking to identify what you want to happen.** Outcome based thinking moves people from being reactive towards being mindful and reflective. It is a practice that encourages people to take time to identify what is possible and communicate accordingly. Well-formed outcomes assist us in defining the path and creating excellent results.

### AREAS OF EXPERTISE/RESULTS

- Customer Service Training
- Leadership Development & Coaching
- Teambuilding
- Communication & Interpersonal Skills Training
- Performance Development and Improvement
- Dealing with Difficult People and Situations

### EXPERIENCE / SELECTED PROJECTS

- Uses various strategies and tools to work with individuals and leadership teams facilitating team alignment and cohesion while they are engaged in transition.
- Unusual ability to identify unwritten rules and climate challenges that interfere with productivity and create processes to shift those challenges positively towards desired outcomes.
- National trainer in Emotional Intelligence and uses EI skills to assess individual, organizational and team emotional intelligence and prescribe improved ways to work together.
- Consistently combines inquiry with strong listening skills to be able to separate misdiagnosed symptoms from the real problem and discover excellent solutions.

### CREDENTIALS

- M.Ed., Counseling and Guidance
- B.A. Drama/Psycho Drama/Education
- TEAMS 360 Multi-rater Certified
- EQ Map and Training Certified
- National Speaker’s Association
- Myers Briggs Certified
- Neuro-Linguistic Programming Certification
- Geier Learning: DISC Systems

### SELECTED CLIENTS

- City of Bellevue
- Expedia
- Microsoft Shared Services
- Chelan Public Utility District
- Central Washington Hospital
- UW Student Activities Office, Facilities Services
- Mulvanny G2 Architecture
- Columbia Paint & Coating

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