



Jo-Anne Smith Managing Partner

With over 25 years of global experience prior to launching Jo-Anne Smith & Associates Inc., Jo-Anne brings a wealth of knowledge assisting organizations and their people experiencing change.

Most recently, Jo-Anne was the Managing Partner at Provancement for 4 years. She was an Executive with DBM, a global human capital consulting firm for 8 years, where she consulted with organizations experiencing change as a result of mergers and acquisitions or the need to right size and restructure offering services in three areas: Executive Development and Coaching, Change Management, and Outplacement Services. She has worked with organizations such as the Walt Disney Company, Sony Entertainment, Baxter, Jafra Cosmetics, Dole Corporation and many Fortune 100 and 500 companies throughout California

Prior to joining DBM, Jo-Anne was Senior Vice President and General Manager for Lee Hecht Harrison, an International Career Management Consulting firm where she took the Woodland Hills office from start-up to one of the top 5 performing offices within Lee Hecht Harrison internationally. She was responsible for leading the Woodland Hills and Los Angeles consulting teams while consulting with many organizations in the planning, designing and implementing of change initiatives and acted as a change coach to many senior executives and their teams.

Prior to moving to Southern California from London, Ontario, Canada, Jo-Anne owned and led a Management Consulting firm for 6 years with a staff of 14 professionals offering services in Organizational Assessment, Executive and Executive Team Development, Change Management, and Gain Sharing.

Earlier in Jo-Anne's career, she worked for 8 years with International Quest, a Management Consulting firm, where she was responsible for running 4 of their offices and for sales and marketing to their high profile customers and prospects as well as providing Organizational Assessment and Executive Coaching to executives and their teams.

Jo-Anne also worked with Lamond, Dewhurst, Westcott, and Fraser, a firm of Industrial Psychologists, for 10 years, where she worked with automotive parts manufacturers and food processing companies throughout Ontario, Canada where she acted as a coach to many executives and their leadership teams; assisting in one-one coaching, organizational assessment, and interventions that addressed the needs for cultural change pre and post mergers and acquisitions.

Jo-Anne holds an HBA from the University of Windsor, Ontario, Canada.

Jo-Anne is the Program Chair and past President of the Ventura affiliate of the National Human Resources Association (NHRA), Past Program Chair for PIHRA, and facilitates the VP HR forum, a group of 130 VP's of HR, an organization she launched when she first moved to the US from Canada in 1995. She also coaches organizations and individuals in her church.

Services Offered:

Organizational Assessment

Executive Coaching & Development

- On-Boarding/Role Change
- High Potential development
- Individual Leadership Effectiveness
 - C-Suite
 - Senior Executive
 - Mid-manager
- Team Effectiveness

Career transition
Services/Outplacement

Winning through Change
"Creating an ROI Culture"
Workshops

Industry Sectors Served:

Aerospace • Biotech • Consumer Products
Distribution • Energy/Oil • Engineering
Entertainment • Financial Service
Healthcare • Manufacturing • Retail
Pharmaceutical • Technology
Telecommunications