

**Janis Sofia Glenn**  
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*Areas of Expertise*

**Leadership and Management Training**  
**Nonprofit Capacity Building**  
**Executive/Professional Coaching**  
**Strategic Partnership Development**  
**Program/Volunteer Management**

**Career and Life Coaching**  
**Advocacy and Outreach**  
**Resource Development**  
**Branding/Public Relations**  
**Women's Health**

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**Civic Engagement and Volunteerism**

**Training and Technical Assistance Consultant**

**JBS International, Aguirre Division**

**July 1996 – present**

- Provide State Service Commissions with comprehensive executive and leadership coaching, communications consulting, strategic planning, facilitation and training, board and organizational development, resource development, and marketing.
- Convene and facilitate the national 'Community of Practice' for national service and nonprofit training professionals – a knowledge-management team that examines and implements innovative training tools and best practices to build more effective national service programs.
- Serve as a trainer for the VISTA Program Service Orientation – providing intensive instruction in capacity-building and systems and product management to new VISTA members.

**Project Director**

**Encore Volunteer Managers Program**

**The Intergenerational Center, Temple University**

**March 2010 – present**

- Design and implement an innovative pilot program utilizing 15 volunteer managers matched with 15 nonprofits to build organizational capacity through increasing volunteerism.
- Facilitate educational seminars on the prevention of teen pregnancy at Maternity Care Coalition.
- Serve as manager, coach, and trainer for both volunteer managers and participating nonprofit organizations. Provide comprehensive resources and guidance to ensure program success.

**Adjunct Faculty**

**National Service Leadership Institute**

**January 1999 – present**

- The National Service Leadership Institute conducts leadership training for organizational and community development. The Institute provides national service leaders with the tools to increase effectiveness, strengthen the network of leaders in national service, and develops new leaders, adding to the diversity, richness and energy of those guiding national and community service organizations.
- Accomplishments include serving as contributor to content and process of the Leadership

Curriculum, delivery of Leadership Development Training, facilitating learning groups, strengthening teams, Interpreting the Myers-Briggs Type Indicator (MBTI), and providing executive coaching with individuals and groups.

### **President and CEO**

#### **Pathways, LLC**

**January 1999 – present**

- Provide comprehensive professional, executive and life coaching services to organizations and individuals in the public, non-profit, and private sectors.
- Co-author: *Management Coaching Curriculum, Balancing Professional and Personal Life, Workshop: Leading with Emotional Intelligence, and VoiceLessons: Supporting Women to Speak Out.*
- Co-author: *Community Service for Expelled and Suspended Youth.*

### **Senior Program Officer**

#### **Governor's Commission on Service, Baltimore, MD**

**November 1995 – December 1997**

- Created, implemented and successfully managed the Maryland Service Exchange, a statewide training and technical service network of 75 professionals that volunteered their expertise to non-profits and service organizations.

### **Executive Director**

#### **Delaware Commission on National and Community Service, Wilmington, DE**

**October 1993 – October 1995**

- Developed and implemented a statewide public relations campaign to increase visibility and awareness of the newly launched AmeriCorps program.
- Facilitated and implemented the creation of the first National and Community Service Board of Directors in Delaware and launched the first 4 AmeriCorps programs.
- Developed strategic partnerships with key stakeholders and community leaders.
- Created a grant review process, grant administration, monitored and evaluated programs.
- Provided training and technical assistance to programs and prospective applicants.
- Managed a team of committed staff and volunteers.

## **Communications and Development**

### **Finance Director**

#### **Joe Kohn for Attorney General of Pennsylvania Campaigns, 1992 and 1996**

- Generated, planned, and implemented fundraisers statewide.
- Recruited high profile celebrities to speak at events.
- Cultivated and solicited major donors.
- Created 'Women for Kohn' Statewide Committee.
- Contributed to the successful raising of over one million dollars.

### **Director of Communications for the Honorable Barbara Hafer, Auditor General**

- Conducted a statewide public relations campaign and developed successful community outreach strategies.
- Represented the Auditor General at numerous public functions.

### **Associate Fundraiser for Pennsylvania's Campaign for Choice**

- Coordinated successful fundraisers statewide.
- Cultivated and solicited major donors.

### **Women and Girls' Reproductive Health**

#### **Director of Patient Services**

##### **Allentown Women's Center, Allentown, PA**

- Provided comprehensive public relations and advocacy services and conducted outreach regarding community health education programs.
- Trained and supervised ten patient counselors.
- Served as the Center's media spokesperson during the Supreme Court case of Casey vs. Planned Parenthood and appeared on CNN.

#### **Director of Education and Public Affairs**

##### **Women's Suburban Clinic, Paoli, PA**

- Conducted trainings and educational seminars to prevent teen pregnancy.
- Designed workshops for community outreach, recruited and managed volunteers, conducted media and public relations.
- Wrote newsletters, press releases, and reports.
- Collaborate and strategize on women's reproductive choice with Planned Parenthood, NARAL, Elizabeth Blackwell Health Center, Family Planning Council and NOW.
- Created a speakers' bureau, organized and managed an escort service program, and counseled patients.

#### **Career Projects Manager**

##### **Women's Alternative Center, Philadelphia, PA**

- Provided counseling and career development training to underprivileged women.

#### **Executive Director**

##### **YWCA Northeast Philadelphia**

- Supervised all organizational activities, including fundraising, program development, staff management, and public relations.

### **Education**

#### **University of Pennsylvania, M.G.A. Masters in Government Administration**

Graduated, May 2004 M.G.A.

#### **Bryn Mawr College, BA, Katharine McBride Scholar, English and Women's Studies**

Graduated, May 1991 A.B.

### **Continuing Education and Professional Certifications**

- Coaching Certification, 'Excellence in a Box' Performance Improvement System.
- Indiana University, Center for Philanthropy, Advanced Fundraising Certificate.

- University of Pennsylvania, Fundraising Certificate, Philadelphia, PA.
- The Foundation Center, Intensive Grant Writing Program, Washington, DC.
- Harvard University, Executive Coaching Case Studies Program.
- Institute of Cultural Affairs, Training in Strategic Planning Methods.
- Intensive Professional/Executive Coaching Training through New Ventures, an International Coach Federation accredited program.

### **Continuing Education and Professional Certifications (Continued)**

- Accredited User, Hay/McBer Company, to administer and interpret the Emotional Competency Inventory (ECI) that measures a leader's emotional intelligence.
- Qualified Administrator of the Myers-Briggs Type Indicator (MBTI).
- Lead Facilitator School focusing on Leadership Development, Coaching, and Diversity at the National Service Leadership Institute.
- Coach Training: 'Now What' 90 Days to Change your Work: Laura Berman Fortgang.
- Certificate HIV pre/post test counseling, Family Planning Council, Baltimore, MD.
- Train-the-Trainer, Cultural Diversity, Family Planning Council, Washington, DC.

### **Professional Recognition**

- Chosen to appear on CNN to demonstrate the counseling techniques and information provided and comprehensive education process offered to women in the reproductive health movement during the Casey vs. Planned Parenthood Supreme Court Case in 1991.
- Member of the Philadelphia Delegation at the NGO Forum, Fourth World Conference on Women, Beijing, China.
- Published as 3<sup>rd</sup> author, Eastern Psychological Association, research on women and language.

### **Professional Affiliations**

- Member of National Association of Fundraising Executives (NSFRE).
- Member of Planned Parenthood Escort Service.
- Member of Institute of Coaching with Harvard Medical School
- Member of Association of Women in Communications.
- Member of CHOP Volunteers in NICU
- Member of Center for Creative Leadership
- Member of the International Coach Federation (ICF) and the ICF New York Chapter.
- Member of Emily's List and the DNC Women's Leadership Forum (WLF).
- Member of Business for Social Responsibility.