



**SCARLETT STRATEGIC SOLUTIONS**  
executive leadership development specialists



## SCARLETT STRATEGIC COMPANY PROFILE

### WHAT WE DO –

Scarlett Strategic Solutions is a boutique Leadership Development firm specializing in assessing, then developing and connecting executives and their goals to the ‘big picture’- the organizations strategic intent.

### WHAT WE DELIVER –

#### ASSESSMENT



We utilize a range of world-class assessment tools to help accurately and objectively identify the specific capabilities of individuals, teams and organizations.

The areas of focus through assessment are – recruitment and selection, assessment for development, creation of high-performance teams and the identification and creation of the desired organizational culture for productivity, retention, attraction and performance uplift.

We assess talent through various data points – establishing a success profile, the desired leadership competencies for the role, and psychometric profiling and role benchmarking using PRISM, HERMANN BRAIN DOMINANCE INSTRUMENT (HBDI), and HOGAN INVENTORIES.

## LEADERSHIP DEVELOPMENT



We design develop and deliver a wide range of customized Leadership Programs presented in modules/ workshops of varying duration and format, to cater to individual development needs, and organizational learning styles.

### Facilitated workshops

- Cross functional group workshops to develop specific individual leadership capability and competencies
- Team workshops to improve interpersonal dynamics and team cohesion
- Boards and or Executive team group workshops to achieve alignment to organizational vision and strategy
- Board and Executive team group workshops to design or identify desired organizational culture and values

### Coaching

We provide individual and group leadership coaching and coaching circles where relevant and effective, and design and support learning to achieve personal and professional goals.

## FOUNDER AND DIRECTOR



Janey is a senior strategy, communication, and change leadership expert and has worked on numerous global Strategic Planning, Effective communication and Customer centricity projects in a variety of industry sectors, in her consultancy practice over the last twelve years.



As a brand strategist and effective communication specialist, Janey's academic and commercial expertise and her dynamic and interactive style, creates executive ownership and engagement in developing leadership potential through the application of various diagnostic tools and models. As a result, her clients experience positive cultural change through improved organizational communication, and customer centricity.

To develop Leadership skills and strategic thinking, Janey incorporates Prism Brain Mapping, Hogan Inventories and the Hermann Brain Dominance Instrument (HBDI)- registered quantitative psychometric self-awareness tools which enable 'whole brain thinking' in many applications: strategic planning, team building, change leadership, creative problem solving, communication and increased productivity. Janey's leadership programs interweave these neuroscience-based assessment tools to create awareness and shift mindsets in order to facilitate executive alignment to organizational goals.

Janey is passionate about heightening the self-awareness of others in order for them to achieve their personal and professional goals. She particularly embraces improved interpersonal communication, innovation and creativity in the workplace, and encourages others to shift their perspective in order to tap into their creative energies for problem solving and strategic decision making.

Janey holds multiple qualifications, both academic and professional, under her belt. In addition to her undergraduate degree in law, and Graduate Diploma in Linguistics and Semiotics, Janey also earned a Post Graduate Diploma of Marketing, where she majored in Psychology, as well as a Cert IV Training and Assessment. She is also a certified practitioner for HBDI, Hogan Inventories and Prism Brain Mapping, and applies these models to improve organizational communication, innovation and positive cultural change.



## **OUR CLIENTS**

**AON INSURANCE**

**ICD PROPERTY**

**NELSON ALEXANDER PTY LTD**

**D.B. SCHENKER**

**PREMIER OIL VIETNAM**

**SMART WATER FUND**

**TSIMOS COMMERCIAL PTY LTD**

**DAHLENS PTY LTD**

**THE COTTON ON GROUP**

**DEAKIN PRIME**

**LEVIS STRAUSS CHINA**

**CAMPARI AUSTRALIA**

**ASCENDAS INSURANCE**

**DBS BANK SINGAPORE**

**STRYKER ASIA**

**FONTERRA NZ**



## SAMPLE WORKSHOP

'Whole Brain Thinking'<sup>®</sup> Communication style Workshop

### Workshop Content:

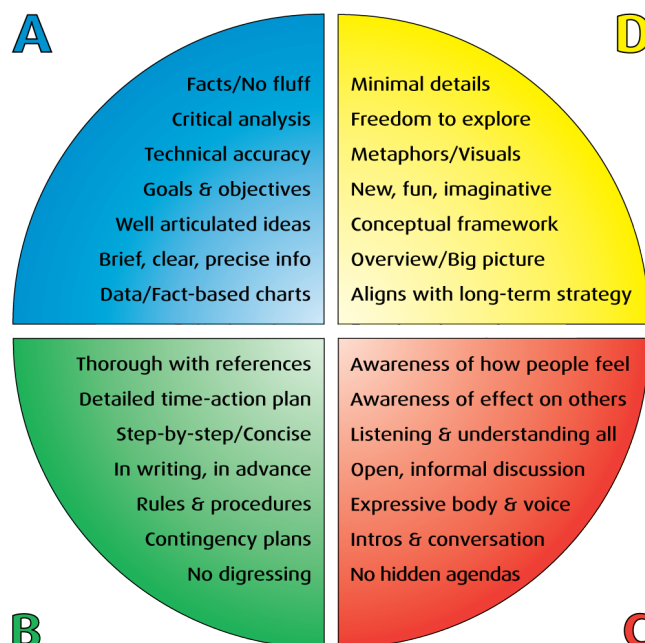
#### Individual Profile Debriefs

This workshop explains and provides HBDI Individual and Team profiles, and identifies participants preferred approach to emotional, analytical, and strategic thinking in communication, problem solving and decision making. Profiles are individually debriefed for each participant.

#### Individual Communication styles and impact on participants

Our thinking preference determines our communication style. How do we communicate to key stakeholders and within our team? Analyse Diversify and balance your messages and their match to the thinking styles of your audience.

With the insight into your own Hermann Brain Profile you can explore the various communication styles of other profiles and how to best address them, including the most relevant 'language' and listening techniques.

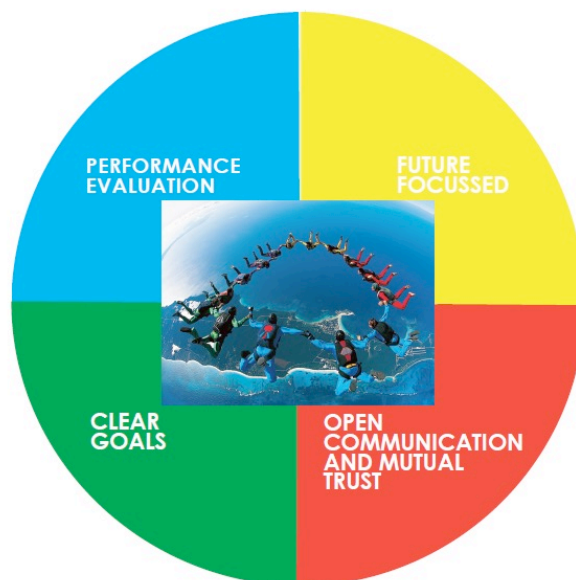




## **SAMPLE WORKSHOP**

Team Cohesion Workshop

How balanced is your team?



### **Workshop Content:**

#### **Individual Profile Debriefs**

This workshop provides HBDI Individual profiles and an individual debrief for each participant.

#### **Team Profile Debriefs**

This workshop provides a full Team profile and team preference flow under pressure.

Team Profiling creates highly cohesive and motivated groups of people who can maximise their own unique contribution – while appreciating and encouraging the contributions of others.

By giving your group an immediate understanding of the strengths available to it, HBDI Team Profiling leverages its skills and talents, and also enables alignment between the way the team thinks, and the tasks assigned to it. The team analytics gives teams the tools to become accountable for their own productivity and reduces the stress and conflict that impedes group interactions.



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