

JANET COWELL

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WORK HISTORY

Independent Performance Management and Organizational Development Consultant: Raleigh, NC

2002-present

- Reviewed performance management system for Pfizer Pharmaceuticals marketing and medical functions. Recommendations were adopted in the form of a compensation guide for managers, new training and development courses, revised performance and career development forms, and a changed timeline.
- Worked with Pfizer training and development to create a “Performance Review Dialogue Toolkit” for managers.
- Conducted training for managers on how to write better performance reviews. Also conducted follow-up coaching.
- Wrote, edited and helped design a compensation guide for managers within Pfizer Pharmaceuticals Group.
- Adjunct Professor of Leadership at Peace College, Raleigh, NC.
- Facilitated Triangle regional input to NC Progress Board Report on future policy directions for North Carolina.

Associate Director, The Common Sense Foundation: Raleigh, NC

2000-2002

- Raised \$253,000 and reached a membership of 610 in the year 2001-- a 10% increase over 2000 goals. Met Common Sense’s 2000 annual budget and membership goals of \$230,000 and 560 members, representing 15% and 25% increases respectively over 1999 goals.
- Upgraded Common Sense fundraising efforts by systematizing major donor fundraising and diversifying grant funding from two grantors to six.
- Improved many of the Common Sense Foundation’s general operating systems:
 - Led Common Sense board and staff through a nine-month strategic planning process with the goal of refining our mission, vision and values and developing a 3-5 year strategic plan.
 - Expanded programs (e.g., Legislative Session Preview Breakfast and a Legislative Debrief Session, recruited national progressive leader Jim Hightower to come speak).
 - Managed the redesign of Common Sense’s logo and major publications to better align them with the character of the organization.
 - Helped upgrade office technology by moving to a network server environment as well as improving the design of the fundraising database.

Consultant, Sibson & Company: Cary, NC

1997-2000

- Facilitated a twelve-person team through a four-month design of a performance and career development process for a \$1.5 billion company. Resulted in one process for the whole company (for the first time) and the decision to invest in training for executives, managers, and employees.
- Helped plan and facilitate a three-day, large-scale (200 participants) decision-making conference on diversity for a Fortune 200 company. Resulted in heightened awareness of the issue and more emphasis on improving diversity at all levels of the company.
- Created a workplan and timeline, estimated fees, managed budgets, tracked hours, and acted as day-to-day client contact for a three to four person project team. Finished project on time and within budget.

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WORK HISTORY CONT.)

- Market Analyst, Clean Energy Think Tank, Corning Inc.: Corning, NY** 1995-1997
- Completed non-traditional market research, futures research, scenarios and business plan development. Resulted in two new businesses and a new model of long-term strategic planning at Corning.
 - Performed acquisition and joint development agreement (JDA) analysis. Resulted in one signed agreement.
- Financial Analyst, Lehman Brothers: Hong Kong, China** 1992-1993
- Analyzed and made investment recommendations on Southeast Asian banking stocks. Involved financial modeling and forecasting for both individual stocks and the banking industry.
 - Marketed stock research to fund managers in Japan, Australia, Europe and the United States, resulting in significant commissions for the firm.
- Director of Equity Research, Wardley James Capel: Jakarta, Indonesia** 1991-1992
- Managed a three-person team to produce research reports on Indonesian stocks.
 - Awarded internal "1991 Stock-Pick of the Year" Award for Southeast Asian Analysts.

COMMUNITY SERVICE

- At-large City Councilor: Raleigh, NC** 2001-present
- Accomplishments during first year in office include better tree protection ordinances, funding of a "NeighborWoods" street tree program, improved recycling programs and streamlined solid waste services, approval of over \$500 million of infill and redevelopment projects.
 - Finished as top vote getter in at-large race. Twelve percent ahead of second place finisher in number of votes despite being outspent two-to-one (I raised \$65,000).
 - Led all-volunteer campaign effort. Engaged in cable TV ads, direct mail, automated calls, web advertising, newspaper ads, free media, canvassing, literature drops, yard signs and six months of grassroots campaigning. Went from almost zero name recognition to placing first or second in over 90% of Raleigh precincts.
- Vice-Chair/Political Chair, North Carolina Sierra Club Chapter** 2000-2001
- Political Chair, Capital Group Sierra Club: Raleigh, NC** 1998-2000
- Co-managed endorsements process for fourteen local groups representing 16,000 members in the 2000 North Carolina elections.
 - Interviewed candidates and made endorsement decisions in races ranging from city council to Governor. Sierra Club mentioned in North Carolina newspapers regarding 2001 local political races more than in any other state in the nation.
 - Helped formulate Club strategy and manage grassroots campaigns at both the state and local level. Member of Smart Growth Advisory Committee.
- Board Member, Capital Area Preservation** 2002-present
- Member, Human Resources/Human Relations Commission: Raleigh, NC** 1998-2000
- Founder and Leader, The Volunteer Network: Corning, NY** 1996-1997
- House Captain, "Christmas in April": Philadelphia, PA** 1994

EDUCATION

- The Wharton School of Business and the Lauder Institute: Philadelphia, PA** 1995
- MBA/MA (International Studies), Title VI Scholarship
- The University of Pennsylvania: Philadelphia, PA** 1990
- Honors BA in History, 3.8/4.0, Summa Cum Laude, Phi Beta Kappa
- North Carolina Institute of Political Leadership** 2000

