



Janice Won

Igniting Potential in Organizations and People

Janice Won, Founder of The WON Principles, is an Executive Coach and Consultant who utilizes 25+ years of executive human resources and business experience with a global Fortune 50 company, the public and nonprofit sectors to enhance leadership effectiveness of executives and key leaders. She has a strong reputation for delivering coaching services that provide clarity of vision and purpose for clients and infuse greater leadership capacity in the workplace and community. With her pulse on diversity and inclusion, Janice is recognized for the multitude of ways she develops Asian and multicultural talent. Ms. Won is a trained co-active coach. Understanding cultural nuances, she helps senior leaders to achieve their full potential as leaders, professionally and personally, and paves the way for making positive change in their organizations. Positive outcomes achieved by her clients include increasing influence on Boards and management teams, honing executive presence, strengthening listening skills, enhancing effectiveness in leading teams and interacting with peers, and assimilating into roles of increasing authority and responsibility. Her most recent engagement was successfully leading a 4000+ employee nonprofit with a \$130mm budget as Interim President & CEO during a leadership transition.

Prior to the founding of The WON Principles, Janice was a Senior Vice President in Human Resources with JPMorgan Chase where she held positions as senior human resources generalist, diversity leader, and employee relations executive leading multiple large-scale merger integrations. She was instrumental in coaching business executives and human resources professionals, increasing profitability and efficiency through transformation initiatives, and advancing corporate diversity initiatives. Through multiple large-scale mergers, she drove the creation of a positive workplace culture through leading-edge policies and education programs for a workforce of 100,000 employees, while advising clients on navigating through change. She co-founded and grew its Asian employee network to 1200 employees and co-created the first ever women of color network on Wall St. She was the architect of professional development strategies for both employee networks.

Ms. Won is a certified instructor for Leadership Education for Asian Pacifics, Inc. and former co-leader for its Executive Director Leadership Program, launching its inaugural Nonprofit Leadership Program for API Women. She has coached over 40 graduates of LEAP's corporate Senior Managers' Leadership Forum and its nonprofit Executive Director Leadership Program and Emerging Leaders Program. As an affiliate of The FutureWork Institute, a global diversity and inclusion consulting firm, Janice has delivered diversity education programs and facilitated Asian focus groups to identify opportunities for improving productivity and building a positive workplace. Ms. Won was formerly interim executive and transition consultant for the Asian American Arts Alliance, Museum of Chinese in America and Chinese-American Planning Council. She formulated strategic leadership retreats for CEO-members of the Alliance for Board Diversity. To advance Asian leaders, she co-founded the non-profit, Asian Women Leadership Network, and currently serves as its President. She previously served on the board of the New York Chinese Cultural Center.

Ms. Won graduated magna cum laude from Boston University with a degree in psychology. She completed the Co-Active Coach Training Program with The Coaches Training Institute. A bi-cultural and bilingual Chinese-American, she currently resides with her family in New York City.

Janice Won, Founder, The WON Principles

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