

Janaki Severy brings extensive experience in executive coaching, sales training design and delivery, and group facilitation to Realized Performance.

Ms. Severy has worked in human potential for over 25 years as a behavior management specialist, identifying individual and group strengths. She assists participants in designing and implementing powerful strategies for individual and organizational improvement.

Janaki leverages her strong business background by assisting and coaching clients to enhance their strengths, while teaching them strategies to integrate and utilize what they learn to achieve both personal and business objectives.

Along with executive and sales development, Janaki has delivered results-oriented project management in the implementation of sales training and learning strategies, and beyond.

With surprising negotiation skills, Janaki creates a business environment that produces success for stakeholders and internal customers by acting on her philosophies of client ownership, problem definition and people solution generation, systems thinking, and follow-up. *In her own words:*



What you focus on grows. Where you place your attention guides awareness and pre-occupation towards the person, behavior, expectation or perception you have formed... If you are looking for errors, that is what you will see, above a history of accuracy and excellence that may exist. Pay attention to what you “do want to develop”.

People will rise to your highest level of expectation. The question to ask is not necessarily, “What do you see? Rather it is, “What do you want to see?” Once you identify what you want to see, then create a plan to provide an environment and climate, which will promote and sustain the behaviors you seek.

Create an environment that promotes the behaviors you seek. Many times we recognize what new behaviors need to develop, however, we often are not aware of the barriers that exist within the culture that make change difficult. Many times these appear as commonly known “unconscious practices or unwritten rules” which inhibit or even discourage the desired new behaviors.

Use outcome based thinking to identify what you want to happen. Outcome based thinking moves people from being reactive towards being mindful and reflective. It is a practice that encourages people to take time to identify what is possible and communicate accordingly. Well-formed outcomes assist us in defining the path and creating excellent results.



Janaki has experience working with companies and groups in B2B consumer sales, high-tech, manufacturing, and energy industries.

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Achieve Anything™

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ACADEMIC EDUCATION	SELECTED CERTIFICATIONS
Ph.D.course work Transformational Learning California Institute of Integral Studies	University of Washington: Training Certificate Core Instructor Consulting Alliance Staff Development Instructor Master Trainer Certified: Teams 360 NLP Meyers Briggs EQ Mapping Agreements for Excellence
M. Ed. Counseling and Guidance University of Arizona	
M. Ed: Spec. Ed. Universities of Washington and Arizona	
B.A. Drama/Psycho Drama/Education University of Washington	