Partial List of Clients and Client Companies of Jane Howard/Culture Effect

Commune Hotels	Shea Homes*
Grand Pacific Resorts*	Lucile Packard Foundation*
Cavallo Point Resort*	KQED*
Solage Resort*	Canine Companions*
Carlton Hotel	Prologis*
Meadowood Resort	Winery Exchange*
Plumpjack Hospitality Group*	Marin Country Day School*
BPR Properties*	Auerbach + Associates, Inc.*
Acqua Hotel*	Twitter*
Hilton San Francisco Financial District*	Pacific Union Real Estate

*Asterisk indicates that the assignment had a coaching component or was entirely a coaching engagement. I've also coached a number of individuals who came to me directly. A reference from one of those individuals follows along with a reference from a company where I did both coaching and consulting services.

A Few References

"I have known and admired Jane Howard for years. She was one of the pillars of the JDV culture that inspired so many other hospitality companies and other industries to focus on their people, on empathetic leadership, on retention. She was an integral part of that revolution in company culture!

I recently reconnected with Jane in a coaching capacity. It was immediately clear that her structured approach and the discipline she brought to our process was going to allow me to focus my attention on the root issues.

Her diverse background gives her, not only depth of experience but breadth

as well. She has a unique perspective to see relationships and leadership styles from a holistic vantage point; tearing away the outer layer of industry specifics to get to the heart of leadership and management. Her innovative approach to her craft gives her the ability to impact either an individual or a team.

She improved my ability to connect with and lead people as well as my ability to strategically assess turbulent situations. I'm certain she can do the same for any one person or organization. Her positivity and true interest in the complex puzzle of personality in the work place puts her on top of her field."

VP Level Operations Leader
March 8, 2016

"In my company's four years of working with Jane, she has become a trusted advisor and coach to our senior leadership team, and has an open and authentic line of communication with all our key leaders: our Co-President (me), our COO, and our hotel GMs and Assistant GMs. We've made enormous strides in understanding and clarifying our culture, mission, vision and values, all of which Jane has brought to life with a practical "feet on the ground" perspective and action plan. She is particularly skilled at "telling it like it is" without friction or emotion, but with candor and intelligence. Jane encouraged us to conduct our first-ever organizational cultural survey, followed by an associate opinion survey, then quarterbacked a deep dive analysis that uncovered the good, the bad and the ugly, then used the momentum of these new learnings to motivate the team to embellish where we excel, and address and confront the negative results. Jane is a pleasure to work with, and has my wholehearted endorsement."

David S. Brown
Co-President, Grand Pacific Resorts
July 2015