

# JANET PLY

LEADERSHIP CONSULTANT  
& COACH



*No Limit Leadership.*



*Empowering people to live the lives  
they are capable of living.*

I was raised on a small farm in Sulphur Springs, AR - population 243. Both my parents were born during the Great Depression, which played a key role in how they raised three daughters with a mindset of frugality, hard work, honesty, and helping others. We milked cows before breakfast, helped cut and haul wood, and spent much of our summers working in a large garden. I can vividly remember sitting in a lawn chair at the north end of the house under a huge pine tree shucking corn or shelling peas and thinking to myself, "I don't know what I'm going to do when I grow up, but it's not going to be this!"

My dad could build, fix, or figure out almost anything, whether it was building a house, fixing something mechanical, or converting a dump truck into a motor home (yes, he did that)! I spent much of my childhood time around him - intrigued by his ability to figure out how to do so much. Luckily for me, he was happy to patiently teach me what he was doing and I began to believe that I, too, could figure out how to fix things.

*He also taught me to not be afraid to try different things and that  
we learn more from our failures than we do our successes.*

In college, I gravitated to math and computer science and loved solving problems and writing software programs. When it came time to graduate, I was offered a job as a programmer for \$12K/year or as a manager trainee at a Safeway store for \$30K/year (I had worked as a checker to pay my way through college at this Safeway store). Of course, the higher paying job won out and I shifted my focus from math and coding to the business world.

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*My new focus became figuring out the inner workings of companies, what motivated people, how to make organizations efficient, what caused success and what caused failure.*

Throughout my career, complex projects seemed to “find” me, and I was put in charge of figuring out how to recover the failed ones or start up new ones. With my work ethic, propensity for problem-solving, a desire to help others, and being a lifelong learner, it seemed like a natural fit for me to focus my efforts and talents on complex initiatives, working through each of them to a desired outcome.

In 1993, I co-founded a company where I focused on management consulting, working with companies on their large organizational initiatives. I've spent the last 25+ years of my career in multiple industries and in organizations ranging in size from startups to Fortune 50 helping solve problems – mentoring, coaching, and teaching client employees along the way on how to do things better. **I learn as much, if not more, from each client engagement and we work together to arrive at the right solutions. And sometimes, we fail and learn from that as well.**

My role has been one in the trenches, oftentimes using trial and error, working side-by-side with employees up to the C-Suite setting strategies and how to deliver. There's a saying that “common sense is anything but common.” I've found this to be true along my career and life journey, with people making things more complicated than they need to be or solving the wrong problems. My perspective is that of the practitioner with practical solutions, doing what needs to be done – nothing more, nothing less. As a way of taking these learnings, knowledge, and experience, I published a book, **Luck is Not a Strategy: An Executive Guidebook for Leading Change Initiative**, in 2021.

*I have a passion for teaching others and helping them overcome limiting beliefs about their capabilities.*

### *About Me...*

- BS in Mathematics with a minor in Computer Science
- MS in Engineering (University of Texas - Austin) and MS in Procurement and Acquisition
- Ph.D. in Information Technology (George Mason University)
- Completed the John Maxwell Team Certification Program for Coaching and Leadership Training
- Received pilot's license in 1979 after graduating from college so that I had something to keep my mind learning. Owned a Piper PA-140 in the early days and later, bought a Beech Bonanza F33A and got my instrument rating. Served as a volunteer pilot for Angel Flight to help patients get to and from their medical appointments.

