



Janiece A. Jean Baptiste, M.S.

I/O Psychology Practitioner
Consultant | Coach | Educator
Nonprofit Leader

CONTACT

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AVAILABLE FOR

- Keynotes
- Workshops and trainings
- Team sessions
- Panels and fireside chats
- Retreat facilitation
- Podcast interviews

AUDIENCE FIT

- Organizational teams
- Executives and leaders
- HR and people teams
- Nonprofit boards
- Higher education groups
- Professional associations
- Creative institutions
- Emerging professionals

Speaker Kit

Thought leadership for people, teams, organizations, and mission-driven communities.

Speaker Bio

Janiece A. Jean Baptiste, M.S. is an Industrial-Organizational Psychology Practitioner, consultant, coach, educator, and CEO of The Answer Group Consulting, LLC. Her work sits at the intersection of people, systems, strategy, leadership, and transformation. She helps individuals, leaders, teams, and organizations move from vision to intentional action with clarity, alignment, and discernment.

Janiece brings experience across global for-profit organizations, nonprofit leadership, board service, higher education, and community-centered initiatives. She is known for translating complex psychological and organizational concepts into practical insight, thoughtful strategy, and meaningful movement.

Signature Speaking and Workshop Topics

Leadership Development and Leadership Discernment Decision-making, courage, timing, influence, and aligned leadership in complex environments.	Organizational Culture and Workplace Strategy People-centered systems, culture shaping, engagement, retention, and sustainable performance.
Organizational Development and Change Management Readiness, alignment, communication, implementation, and human-centered change.	Career Clarity and Professional Identity Transitions, purpose, confidence, visibility, and strategic next steps.
Women and Leadership Identity, power, voice, systems, influence, boundaries, and leading from wholeness.	Employee Experience, Belonging, and Retention What helps people feel seen, supported, developed, and committed.
Burnout, Emotional Labor, and Sustainable Leadership The human cost of work, recovery, capacity, and leading without depletion.	Nonprofit Leadership and Board Governance Mission alignment, board effectiveness, executive partnership, community impact, and sustainability.
Program Design, Onboarding, and Talent Development Building structured, scalable programs that support growth, learning, and engagement.	Coaching with Intention Clarity, alignment, reflection, accountability, and movement from insight to action.
Faith, Purpose, and Professional Calling Values-grounded leadership, discernment, service, and meaningful work.	Inclusive Leadership and Systems Thinking Equity, access, voice, accountability, and systems that support people well.

Selected Thought Leadership and Experience

Author of *Women & Leadership: Identity, Power, & Practice* | Adjunct Professor, Florida International University | Board Chair, New Canon Chamber Collective | Vice Chair, Blacks in I/O Psychology | Vice Chair, FIOP | Former HR Program Manager, Jazwares | Partnered with AIRIE, SPHINX LEAD, Art Prevails Project, and Hued Songs.

Selected Engagements and Contributions

- Passion and Partnerships: Collaborating for Greater Impact, SPHINX LEAD, Cohort 7
- BIOP Career Readiness Series, program design and professional readiness support
- Know Your Worth...Then Add Tax, compensation, contracts, benefits, and offer evaluation
- Mindbridge Substack Contribution on Fair Labor, workplace systems and the human cost of work
- Clarity UnPacked, coaching container focused on reflection, alignment, action, and purpose

Organizer Note

Janiece is available for audiences of all genders and for organizations, teams, nonprofits, associations, universities, leadership groups, and mission-driven communities seeking thoughtful, practical, and human-centered development.