



Janice Doucet Thompson
Director of Organizational
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Sutter Health is a Northern California-based, family of not-for-profit hospitals and physician organizations that share resources and expertise to advance health care quality.

As a leader within People, Performance & Rewards, Janice is responsible for Sutter Health University, which serves the 44,000 employees of Sutter Health in the areas of change management, succession planning, leadership & management development and executive coaching and consulting. In 2009, she is supporting the implementation and deployment of system-wide initiatives including the succession planning process, the leadership development strategy, annual employee satisfaction survey, employee engagement strategy and deployment and the change leadership framework. Janice serves as a member of the leadership design team that plans and executes all large scale learning events for Sutter Health. Janice is an Adjunct Professor at the University of San Diego, School of Business and Administration, where she teaches Succession Planning and Talent Management in the Master of Science in Executive Leadership program.

Prior to joining Sutter Health in 2006, Janice worked as an internal consultant for more than 20 years in the organization development field in a variety of companies including Raley's Family of Fine Stores, The Ken Blanchard Companies, First Union, Wachovia, The Money Store and Blue Diamond Growers. She operated two HR/OD consulting practices and has worked as an external consultant to senior leadership in organizations such as Oracle, Hewlett-Packard, Agilent Technologies, Wells Fargo, Kaiser Permanente and Boyd Gaming. She holds a Master's Degree in Human Resource and Organizational Development from the University of San Francisco and a Bachelor's Degree in Public Relations & Speech Communications from San Jose State University. She is certified as a 4MAT Trainer and Curriculum Designer and holds a certificate in Faculty Preparation for the California Community College awarded by Sacramento State University. She recently joined the Board of Directors for Big Brothers, Big Sisters of Greater Sacramento.

Janice leads a talented team of 11 professionals in Sutter Health University and coordinates external consulting partnerships for key strategic initiatives. She lives near Sacramento with her husband Al and their two children.