

Janice Otremba, PCC, CPCC, CEC People & Performance Catalyst

Janice Otremba is a Certified Executive Coach, International Keynote Speaker, and “people and performance catalyst” with 20+ years of experience. Known for her trademark quick wit and a “drama-crushing,” no-nonsense style, Janice helps leaders eliminate noise and elevate performance. She tackles conflict, communication breakdowns, and low morale head-on, asking the tough questions and delivering the “truth-bombs” that drive real-world results and help leaders see things as they are—and as they could be.

A core component of her methodology is Relationship Intelligence (RQ). As a Certified Core Strengths™ Facilitator, she uses the Strength Deployment Inventory (SDI 2.0) to give teams a shared language for navigating conflict and improving collaboration. Her engaging and thought-provoking approach invites clients to “show up as they are,” helping them hone their values, expand communication skills, and unlock new choices to shine in their work and lives.



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Janice Otremba is a Certified Executive Coach and International Keynote Speaker who brings 20+ years of experience helping leaders eliminate noise and elevate performance. With her trademark quick wit and grounded, no-nonsense style, Janice is known as a “people and performance catalyst” with a “drama-crushing” approach. She doesn't shy away from conflict; instead, she tackles it head-on, asking the tough questions and delivering the “truth-bombs” that drive meaningful, real-world results.

Janice specializes in helping organizations tackle their most complex challenges, particularly in areas of conflict, communication, and team alignment. She is often engaged when teams are facing misunderstanding, low morale, or burnout, and works to identify the root cause of these issues. Using a pragmatic, solutions-focused approach, she facilitates the candid conversations required to help leaders see things as they are—and as they could be.

A core component of her methodology is Relationship Intelligence (RQ). As a Certified Core Strengths™ Facilitator, Janice utilizes the Strength Deployment Inventory (SDI 2.0) to provide teams with a shared language for understanding their motivations, both when things are going well and when facing conflict. This process equips them with actionable tools to enhance self-awareness and navigate difficult conversations with confidence.

As a coach, Janice invites clients to show up as they are—ready to listen, share, or dive headfirst into the good, the bad, and everything in between. Her engaging and thought-provoking approach helps leaders hone in on their values, expand their communication skills, and unlock choices they never knew they had, helping individuals and teams shine both in their work and in their lives.

