

Meet Your Facilitator: **Janea S. McDonald, PhD, PHR, SHRM-CP**

Janea is the founder of Edge Consulting, LLC. Established in 2013, the company specializes in human capital management and development services aimed at enhancing organizations by nurturing their most valuable asset: their people. She accomplishes this by creating engaging training sessions tailored to the unique needs of each organization. Janea has facilitated training across a wide range of topics and industries, collaborating with clients such as Chevron, Mississippi Power, Alabama Power, LA Cat, Thompson Tractor, RPM (largest Domino's franchisee), and American Fidelity, among others. Feedback from her previous training sessions often underscores her effectiveness: "Janea was incredibly knowledgeable and kind. Great course!" "Very good class; I really enjoyed learning these tools and look forward to applying them." "She excelled at keeping everyone engaged and well-informed about each topic. Great teacher!"

In addition to her training expertise, Janea's extensive background in Human Resources (HR) allows her to address HR gaps for companies that may not have their own departments or face HR needs beyond their current staffing capabilities. Her services encompass conducting workplace and HR audits, establishing or enhancing HR departments, coaching employees, creating and updating employee handbooks, performing 360-degree evaluations, and more.

Janea earned her PhD in Human Capital Development from The University of Southern Mississippi (USM) in 2015. Prior to that, she completed her Master's Degree in Workforce Training and Development at USM and her Bachelor's Degree in HR Management from the University of South Alabama. Since 1996, Janea has worked in various HR roles, including positions with a national insurance adjusting firm, two universities, a consulting organization, and a billboard company. She has also spent several years as an adjunct instructor at both the graduate and undergraduate levels for multiple universities.

Since 1999, Janea has held the Professional in Human Resources (PHR) certification and obtained her SHRM-CP (Society of Human Resource Management - Certified Professional) certification in 2015, maintaining both through continuous education. Additionally, she is a certified Training and Development Professional through the Jack and Patti Phillips Workplace Learning and Performance Institute. For a decade, Janea served as the President/Treasurer of her local ATD (Association of Talent Development) chapter and is also a certified facilitator of the FourSight assessment. Moreover, she holds a certificate in Effective Teaching Practices from the Association of College and University Educators (ACUE) and a certificate in Conscious Capitalism through EdX.

Recently, Janea and her husband, Andy, have transitioned to being empty nesters. While this change has been a significant adjustment and they miss their children, Emily and Jack, their sweet red lab, Bertrice (Bert), helps fill the void. They enjoy spending their time reading, traveling, and eagerly anticipating the kids' visits home.



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