

Jani Smith

DIRECTOR OF TRANSFORMATION

THE LINK VIRTUAL OFFICE

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OVERVIEW

As director of transformation, Jani leads the firm's strategic delivery vertical, building the Transformation Office from the ground up. She brings clarity and structure to execution—streamlining governance, defining decision-making, prioritizing initiatives, and aligning resources to ensure work moves forward efficiently. Known for her ability to “unstick” complex efforts, she helps teams turn strategy into action.

Prior to joining Husch Blackwell, Jani spent more than eight years in consulting, including in senior leadership roles at leading global management firms, where she advised organizations on strategy, transformation, and operational execution. She excels at adapting proven frameworks to each organization's unique needs, uncovering root challenges, and applying nuanced solutions that balance process, technology, and the human element.

Jani partners with teams across the firm to identify what's working, where improvements are needed, and which initiatives will drive measurable impact. By translating diverse perspectives into a common language, she unites attorneys, business professionals, and leadership around shared transformation goals, fostering engagement and coordinated progress.

Combining empathy with data, Jani listens to stakeholders, maps feedback to actionable initiatives, and guides teams and leadership through change. She tracks

both performance metrics and team alignment, identifies early warning signs, and keeps initiatives on course.

Jani is energized by the opportunity to lead transformative initiatives at the firm, leveraging her experience in consulting, data, and change management to design and execute initiatives that deliver measurable results while strengthening the firm's ability to serve clients and advance its long-term vision.

Education

- M.P.P., Georgetown University McCourt School of Public Policy
- B.S., Georgia Southern University
 - Psychology
- B.A., Georgia Southern University
 - Music Performance

Community Leadership

- Sigma Alpha Iota (International Music Fraternity)
 - Music teacher
 - Ensemble participant