Roots: Janet grew up in Brooklyn in a close-knit, loving Italian family. She credits her parents with her love of cooking and Italian food, as well as her beauty beginnings.

Childhood Ambition: To dance in The Nutcracker Ballet en pointe.

First True Beauty Job: Selling Revlon at Macy’s.

Road to Her Current Position: After graduating from college, she worked at Shiseido, and then went on to Estée Lauder Makeup Worldwide, Revlon, Clinique, Origins and back to Clinique.

Defining Moment in Her Career: “When I was asked to head up Product Development for Clinique Worldwide—I needed to think about it for as long as it takes to say the word, ‘Yes!’ ”

In Her Words: “I travel the world, listening and observing—that’s how I develop products. I cater to what people want, sometimes before they even know they want it. It’s hard work, but it’s so important. And in the end, very rewarding.”

Mentors: “My mentors are brilliant leaders and visionaries: Lynne Greene, William Lauder and Shahan Nazar.”

On Her Breakthrough Even Better Clinical: “It was a journey that took perseverance, focus and determination. It was a constant challenge, as we broke new ground with testing. It was not easy, but it was worth it.”

The Perfect Combination: “It’s knowing your numbers and having a gut instinct. And you must know your brand. You cannot be creative if you’re not true to your brand’s equity.”

Objectivity: “Are we falling in love with our own idea? My team and I live by this.”

Janet’s Leadership Style: “I’m very honest; I’m very fair. And I can’t tip-toe around anything. My style encourages creative thinking, business thinking and teamwork. My team feels like they can walk into my office anytime to discuss an idea, or anything that’s on their minds. My team is my extended family.”

Does She Sleep?: “No. I get up every morning at 3am. Early to bed and very early to rise.”

The Creative Process: “To me, being a true product developer is going outside of our industry for inspiration. Food, toys, homes, gifts, science expos, NASA—I learn so much from all of them.”

Her Sign: “I’m a true, triple Sagittarian. Bored easily, I have to keep it moving.”

Best At: Management, motivation, creativity and passion.

Worst At: Maintaining a non-emotional viewpoint.

Biggest Passions: “My children Gina Li, 8, and Richard, 6. My dog Chester, 13.”

Her Anchor: “My husband Michael and I have known each other since we were kids. We grew up in Brooklyn, five blocks from each other. I was crazy about him at 14 years old. He was, and still is, the love of my life.”

Family Time: “Our family has movie night every Friday. We throw a big blanket on the floor, have a picnic and watch a movie. I make popcorn. And sometimes we throw a board game in there, too.”

Music is a Must: “I play the piano (and have for 25 years); my husband plays the saxophone; my daughter plays the violin and the piano; and my son plays the piano and the guitar.”

How Does She Decompress?: “Anything that involves physical activity and being outside, and cooking—I could spend the entire weekend in the kitchen, or dancing the Hustle to 70s disco music in the middle of my living room with my husband and kids. (I taught them how to do the Hustle, too.)”

Always Developing: “I’ll come up with an idea, research it, develop it and sometimes I’m lucky enough to get it patented.”

What’s Up Next?: “I have an idea for something in the medical community.”

Advice for Emerging Leaders in Beauty: “Be resilient and open to change, but never compromise what you believe in.”