



Accompanying leaders and teams through major organisational change

The quest to improve individual and team performance reveals complex mechanisms that are deeply rooted in their history, shared values and the interconnections that are created. Individuals and organisations have all the levers at hand to bring about significant changes – levers that are vital for their growth and development.

Our coaching approach is both systemic and humanistic. It is grounded in real life experience gained from large-scale local and international change programs, and through working with clients from a wide range of sectors (the arts, finance, transport, energy, social economics and not-for-profit). Our diverse interests outside the workplace also inform our approach.

All these experiences enable us to work with managers, business leaders, and organisations to enhance their leadership, decision-making, negotiating, crisis management and public-speaking skills.

Coaching Missions

“The real voyage of discovery consists not in seeking new landscapes, but in having new eyes.” – Marcel Proust



- Developing management best practices
 - Exploring profiles and team dynamics
 - Identifying key performance levers
 - Establishing company-wide vertical and horizontal communications

- Identifying competences, profiles and roles
- Facilitating group dynamics
- Letting team identities emerge
- Innovating as a result of positive conflict

- Facilitating groups in professional co-development using collective intelligence
- Developing organisational values and culture
- Exploring disruptive contexts and organisational transformation strategies

- Developing leadership
- Communicating in front of large audiences
- Managing crises
- Building team resilience

Our Values

HUMILITY •
KNOWLEDGE •
COURAGE •



• COMMITMENT
• AUTHENTICITY
• RESPECT



A systemic and humanistic approach



Benevolent, non-judgemental, demanding and respectful of the individual in order to generate feelings of security and well-being. Rigorous ethics are applied to ensure our coaches abide by all coaching deontology. This is neither therapy, nor consulting.



A rigorous and inspirational environment, essential for our staff and clients to fully mobilize resources and realise their potential.



A humanistic approach that puts people at the centre of the action and is underpinned by the belief that as human beings, we have unlimited potential. Helping people to grow psychologically and develop their potential.



An integrated vision that takes into account body, emotions, intellect, values, personality, experience, behaviours and balance.



The search for sense and wisdom that acts as a driver across generations in their professional commitment.



A systemic approach that not only considers the individual, but also the human and organisational contexts. This approach considers the interactions between each of the parties who define the system balances, and helps individuals move beyond their comfort zone.

References

Enhancing management skills

- Public speaking
- Assertiveness and leadership
- Team leader postures in France, United Kingdom, Singapore, United States and Japan
- Managing projects piloted by members of the executive committee

Team Performance

- Accompany training and events management teams
- Business banking transformations in response to regulatory pressure
- Organisational transformation to optimise efficiency and enhance customer service

Organisational Effectiveness

- Facilitating co-development in groups

Leadership, strategy and transformation

- Entrepreneurial projects for start-ups

French Banks

Start-ups

Energy Industries

Martial Arts

Associations

Consulting



Highly experienced coaches

Improving Management Practices

French and International Managers
Engineering Background

Wide experience in transferring training skills
Experienced in Arts and Heritage

Team Performance

Leading projects to restructure entire
organisations

Responsible for international business model
transformations



Leadership, Transformation strategy

Public speaking (to audiences of over 2,000
people)

Executive Committee members (associations
of over 130 employees)

Piloting strategic projects controlled by
CAC40 executive committee

Organisational Effectiveness

Accompanying start-ups (seed, early stage
and scale up)

Direct training programs (130 employees)

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