

Stephane Coulier, PCC
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Overview

Stephane works today on his own as a professional coach and consultant. He was certified in the International Coaching Federation (ICF) in 2013 and has over twenty years of professional experience in human resources as a consultant at Hay Group and as a practitioner within the Group Danone.

As a professional coach, he endeavours to support people in achieving their full potential by helping them reach their objectives as quickly and effectively as possible.

Delivering results for clients

Stephane supports his customers in the fields of change management, cultural transformation, leadership development, talent management and evaluation of potential.

Based on his broad international experience, he advises and coaches senior executives both on personal transformation and operational issues.

Whatever his response, his approach is based the development of a relationship based on trust, respect and sincerity.

Professional Experience

Business coaching and consultancy

Since 2015

- **Business coaching**
 - Leadership coaching
 - Career coaching
 - «Speed Coaching» and problem solving
- **Management consulting**
 - Change management
 - Leadership and competency development
 - Team consolidation and engagement

Hay Group – 89 offices / 49 countries / 10 000 clients

2001-2015

- **Senior Consultant – Professional coach – Hay Group Montréal** **2008-2015**
 - Performed executive coaching, team and group coaching
 - Conducted Executive assessments for development
 - Led international consultancy projects (Change management, talent management, leadership development, organizational effectiveness, performance management)

- Led 'Change Management' practice across Hay Group Canada (7 offices-100 people)
 - Developed and delivers leadership trainings/programs for executive and managerial populations
 - Led Life Science sector across Hay Group Canada
- **Manager – Member of the Executive Committee – Hay Group France** *2001-2007*
 - Managed a team of consultants
 - Participated to the Executive committee mandates (Strategic plan, Performance management monitoring, human resources plan)
 - Led the 'Commercial Effectiveness' practice
 - Led matrix consultant team for important projects on Chemical Industry
 - Developed a long term partnership with Pharmaceutical Federation to develop a sector compensation survey. Led the achievement of this survey
- Danone International Brands (Food industry) – 50 countries/ 350 people** **1995-2001**
- **Human Resources Director – Internal Coach** *1998-2001*
 - Supported and coached expatriate population
 - Developed and implemented an online leadership development training tool for the executive population
 - Participated to the Export Division reorganization
 - Installed common performance management platform across the organization
 - Implemented 360 degrees (multi-rater) assessment for development across various subsidiaries
 - Managed a corporate HR team (6 people) and led a network of overseas HR managers (around 15 subsidiaries and affiliates)
- **Human Resources generalist** *1995-1998*
 - Hired and managed career development for Headquarter population
 - Assessed potential of executive population
 - Set-up the compensation policy
 - Performed human resources audits abroad

Education et Affiliations

Stephane has two master's degrees (finance and corporate management).

Stephane is a certified coach of the International Coaching Federation (ICF), PCC.

Stephane is a board member of ICF Quebec in charge of the professional development of coaches.

Stephane is an active member of ICF Synergie, a community of French speaking coaches representing 7 French speaking countries.

Stephane is also trained and certified in various executive assessment and psychological testing tools.

Clients Stephane has served during his career as a consultant include:

CANADA

- ASSOCIATION MEDICALE DU QUEBEC
- AGENCE DU REVENU DU CANADA
- ASTRAL MEDIA
- BAYER
- BRISTOL MYERS SQUIBB
- BOMBARDIER
- CATERPILLAR
- CATSA
- CHUM
- CITOYENNETE ET IMMIGRATION CANAD.
- COMMISSION SCOLAIRE DE LA SASKATCHEWAN
- COSPAS SARSAT
- CSST
- ESSILOR
- FIBREK
- HEMA-QUEBEC
- JEAN COUTU
- LA CAPITALE
- MDA
- NESTLE
- NOVARTIS
- ORICA
- PHARMASCIENCE
- PFIZER
- REVISION MILITARY
- SANDOZ
- SANIMAX
- SOCIETE GENERALE
- SUMITOMO
- SURETE DU QUEBEC
- UNIBOARD
- UNIVERSITE DE SHERBROOKE

OUTSIDE CANADA

- AIR LIQUIDE
- Banque SANPAOLO
- BIO MERIEUX
- BP
- CAP GEMINI
- CHEVRON
- CEVA
- Comité Interprofessionnel des vins de Bordeaux
- COMMONWEALTH WAR GRAVES
- COMPASS
- CORIO
- DALKIA
- DANONE
- Direction des Chantiers Navals (DCN)
- Fondation Bon Sauveur
- GENERALE DE SANTE
- GSK
- GUERBET
- HARRY'S
- INTERNATIONAL PAPER
- IPSEN
- LEEM
- Ministère des Finances (France)
- Mutuelles OCIANE
- OLYMPUS
- PFIZER
- SAMIR (Maroc)
- SANOFI
- SUEZ
- University of London
- WARNER