

talentis  
leaders for tomorrow



WE ARE



## 01

## GENERAL PRESENTATION OF TALENTIS

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- Talentis is one of the top 3 international executive coaching companies, with 65 senior coaches present in 17 countries.
- Founded by Valérie Rocoplan in June 2003, Talentis has coaching for core competency. We accompany managers and leaders at each critical step of their professional path.
- Our missions are: one to one coaching, team coaching, leadership seminars, co-development, etc.
- Our team of executive coaches have all a deep leadership expertise and experience, having held top positions in large organisations. They are all certified coaches and high level of expertise in facilitating leadership seminars.
- Talentis clients are major international companies such as: Axa, Danone, L'Oréal, LVMH, SNCF. Talentis has 50 active clients and missions in different parts of the globe.
- Talentis accompanies more than 2000 managers, high potential and executives every year.



## 01

## OUR MISSIONS AND LEARNING APPROACH

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- Our core competence is Leadership development and Team efficiency
  - Boosting Management & leadership development
  - Preparing talents for key strategic positions
  - Optimizing groups and collective efficiency (project teams, real teams, virtual teams..)
  - Implementing successful change projects
  - Building new managerial cultures
  - Accompanying gender diversity and women's careers/leadership
  
- Our learning approach: Coaching as a founding principle, a philosophy and a learning system
  - Accompanying individuals and groups to “learn to learn”
  - Making sure that skills are anchored in a “long-lasting” mode
  - Inciting for co-responsibility and autonomy
  - Helping each person in reaching ambitious and realistic learning goals





## OUR SPECIFICITIES



## 02 OUR SPECIFICITIES

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### a. A HIGH LEVEL OF RECOGNITION AMONG INTERNATIONAL COMPANIES

- Talentis' clients are major French/International companies who choose to work with Talentis because of:
  - Our international and multicultural dimensions
  - Our focus on business and executive/talent needs
  - Our professionalism and sense of excellence

### b. A STRONG EXPERTISE IN BUILDING CUSTOMISED INTERNATIONAL LEADERSHIP PROGRAMMES

- We master design and facilitation of leadership programmes in large corporations
  - Talentis has designed and facilitated more than 20 different international leadership programmes in the past 13 years
  - Talentis is able to manage international programmes at an international level
  - Our project management approach for each programme: one project pilot, regular project meetings to follow advancement of steps, measurement of results and regular adjustments to clients needs



## 02 OUR SPECIFICITIES

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### c. A PROFESSIONAL EXECUTIVE COACHING APPROACH ADAPTED TO HIGH POTENTIALS NEEDS AND SPECIFICITIES

- Talentis has developed a specific knowledge on leadership competencies and postures
  - We observe, analyse and measure changes in organizations and associated specific executive competencies expected by large international companies
  - We build learning approaches that are adapted to a high demanding type of participants
  - We select coaches who have the same level of professional experience (having held executive and senior management positions at comparable levels)

### d. AN INNOVATIVE LEARNING METHODOLOGY : DIVERSE CHALLENGING AND EXCITING LEARNING STEPS

- We propose a blended learning approach rooted in executive coaching philosophy: commitment, responsibility, experiences and measurement of results
- Talentis has developed partnerships with experts such as Crossknowledge, 360 Learning, and ShareWithMe to bring high innovative learning tools and perspectives



## 02 OUR SPECIFICITIES

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### e. A STRONG COOPERATION WITH OUR CLIENT TO CO-HANDLE THE PROJECT

- We care about respecting the specific culture, values and leadership codes of our client
- We adapt the competencies that are developed during the programme to the business stakes of the organization
- We establish a solid cooperation with the client's project team
  - Organizing regular meetings to exchange and follow projects' advancement
  - Integrating every elements of knowledge from other programmes developed within the group
  - Measuring results and updating/adjusting each year the programme to business needs
  - Guaranteeing stability of quality: sticking to the same team throughout the years (coaches, project director...)





## OUR TEAM OF COACHES



## 03 OUR TEAM OF COACHES

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- A successful career in leadership or management positions in a large French and/or international group
- A certified training in coaching, from a recognized school in France or abroad
- An alignment of practices and a missions quality monitoring. The diversity of profiles allows to enrich and develop collective innovation
- Additional training to coach training: Transactional Analysis, NLP, Gestalt, Systemic Analysis, Team Management System, Process Communication Management
- The practice of multiple foreign languages
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- The ability to facilitate individual coaching or group coaching with equal professionalism
- An ability to lead a change project with a high sense of teamwork
- The ability to develop a good customer relationship
- The justification of a personal strong therapeutic work (past and present)
- A regular supervision in individual or collective form
- Adhesion and respect of ethics codes and coaching practices such as controlled by the French Society of Coaching or the International Coach Federation
- A relational and emotional intelligence





## OUR MISSIONS

Developing leaders for tomorrow

Individual coaching for managers  
and leaders

Optimizing team performance

Supporting the transformation  
projects

Supporting career plans

Supporting women in the workplace  
and gender diversity

Developing your gender equality  
program

# Developing leaders: leadership seminars & collaborative meetings





Managers and leaders are facing profound changes within their organization and their work life. They must take over new ways to embody a modern authority to embark and inspire their team.

# 01 DEVELOPING LEADERS FOR TOMORROW

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## Objectives:

- Creating a unique seminar for your organization and leadership
- Involving participants in the learning process and helping them become conscious of their strengths and the scope of their work
- Creating the space for skilled leaders to help participants undertake new challenges
- Providing scheduled times for participants to fully absorb and benefit from their training
- Creating a chance for talents to get to know their peers and develop a sense of belonging



# 01 DEVELOPING LEADERS FOR TOMORROW

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## Method:

- Creating customized plans that take into account your organization's culture and the future stakes impacting your teams
- Group coaching where each participant has an active role in the training course and in setting goals during, as well as after, the formal training period
- Training among peers so as to encourage feedback and sharing of methods and experience
- Calling on inspirational speakers (internal and external) to challenge participants by helping them identify new aspects of their work
- Encouraging participants to learn and experiment in a supportive yet challenging environment



# Individual coaching for managers and leaders





With the information revolution and the rise of digital uses, competition has increased and market is now highly responsive. Managers and leaders need over all a space for reflection and breathing.

Individual coaching is a great tool to stand back, a special time to reflect on its levers of success and to boost its professional development.

## 02 INDIVIDUAL COACHING FOR MANAGERS AND LEADERS

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### Method:

- Defining specific objectives with the company, manager, and coach in order to ensure a shared focus regarding the priorities
- Scheduling 1.5 to 2 hour sessions every three weeks that ensure active engagement, experimentation, and learning

### Objectives:

**Development Coaching:** developing a manager/leader's ability.

- To successfully undertake the position of manager/leader
- To engage and lead a team
- To optimize personal impact and influence
- To innovate by creating a space for brainstorming and defining the future
- To prioritize and manage time efficiently within a high stress environment



## 02 INDIVIDUAL COACHING FOR MANAGERS AND LEADERS

**Strategy Coaching:** Strengthening strategic intelligence, by aligning rational, emotional, intuitive, and relational intelligence.

Strategy coaching helps executives streamline their focus and integrate the various facets of their strategy into their overall vision and practice.

- To follow through on a strategy deployment
- To outline expected resistances
- To mobilize the right key players and teams to achieve success
- To raise their team's awareness on performance issues

### **Self-Knowledge Coaching**

- Working to uncover specific abilities, talents, and qualities by exploring various personality profiles
- Understanding what has to be done in order to advance personal and professional goals
- Aligning aspirations and ambitions, reflecting on how to optimize performance and remain motivated, energetic, and engaged



# Optimizing team performance





Besides the technical or commercial innovation, collaboration is a key business success factor. Collaboration is the first pillar of tomorrow's companies and businesses (both for the organization itself and for employees).

Team coaching differs from traditional "team building" in its duration and frequency: it allows individuals to gather around the group's operating modes to enhance its capacity to work together and to collaborate. It aims to support the long term dynamics and collective intelligence around the success ambitious projects.

## 03 OPTIMIZING TEAM PERFORMANCE

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### Objectives:

- To instill a sense of self-awareness and to foster open communication among team members
- To build a team committed to shared goals, efficiency, and collaboration
- To foster trust and to renew solidarity
- To solve conflicts and misunderstandings



## 03 OPTIMIZING TEAM PERFORMANCE

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### Method:

- Conducting interviews and identifying the team's desired results, taking stock of the team's current goals, needs, and their understanding of current conditions
- Setting team coaching objectives with both the team leader and the team members. The team works alongside the coach in defining criterias to measure progress
- Holding a two-day seminar to highlight the best ways to collaborate, based on the results of the team's interviews
- Every month (or every other month), the team meets for a half-a-day workshop dedicated to assessing the team's progress in the way they collaborate







Modernization of organizations requires ongoing transformation impacting the business and cooperative modes. In a changing environment, the ability to renew and transform itself quickly became a real competitive advantage. Talentis supports you in the collective success of any project of transformation/change in its human aspects.

## 04 SUPPORTING THE TRANSFORMATION PROJECTS

### Objectives:

- Supporting the organization on the human aspects of major transformation projects
- Supporting the manager and their team in the implementation of change: identifying resistance and creating indicators to measure the success of the project
- Setting structural stages to ensure the project's success
- Bringing a team together by establishing a common strategy, as well as well-defined stages and operating procedures that are reviewed on a regular basis
- Building a team capable of understanding its internal modes of operation, its strengths and weaknesses, and with the ability to solve potential conflicts and problems



## 04 SUPPORTING THE TRANSFORMATION PROJECTS

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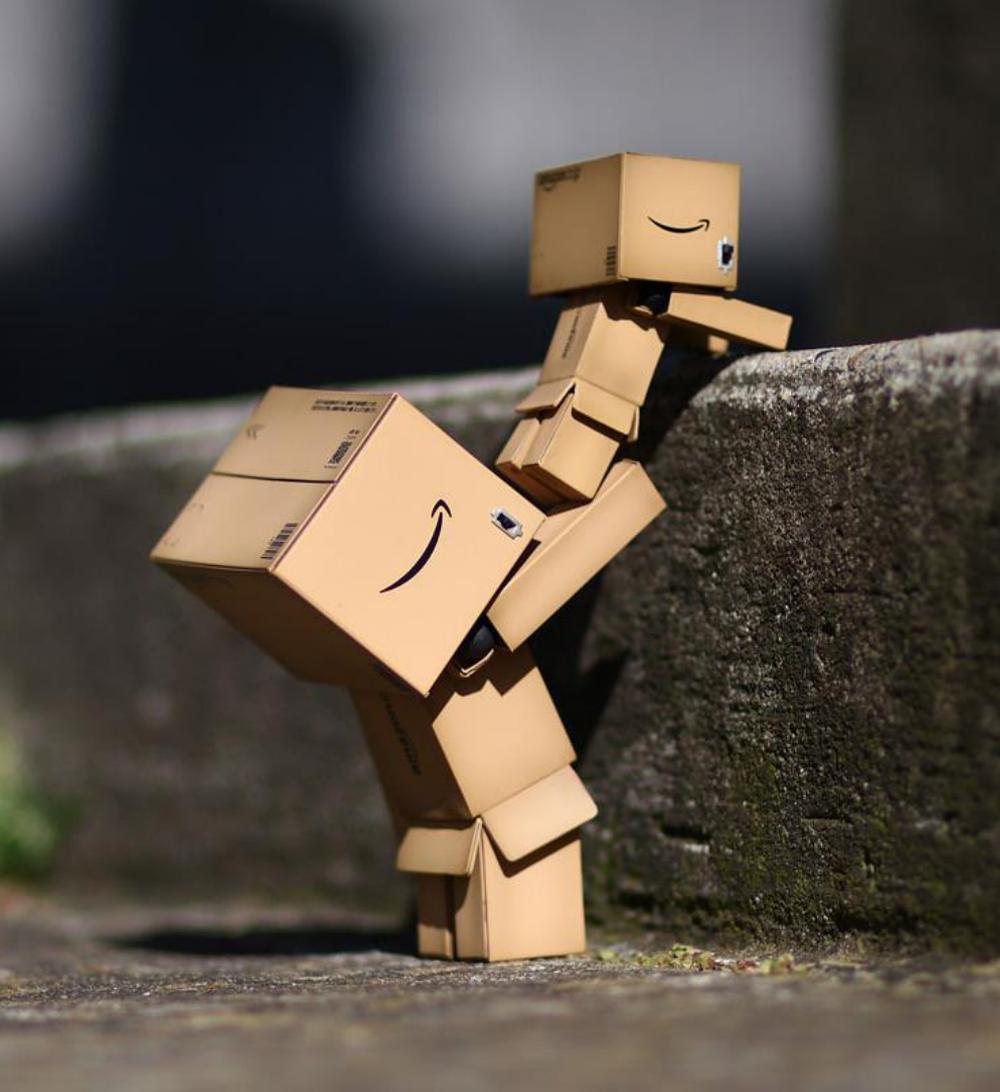
### Method:

- We support the team in place by offering a two-to-three day seminar and scheduled work sessions centered on the advancement of the project itself
- Team coaching sessions in which we look to highlight the behaviors and practices that enable success and pinpoint the attitudes that hinder the team dynamic
- The coach ensures that the team builds trust and learns to rely on each other



# Supporting career plans





Retain talent by facilitating intergenerational cohabitation. The mentoring programs help generations of leaders and talents to share effective practices to prepare future generations of leaders.

## 05 SUPPORTING CAREER PLANS

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### Objectives:

- Helping managers build the next steps in their careers
- Retain top talent by helping them recognize professional projects that are available to them within the organization



## 05 SUPPORTING CAREER PLANS

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### Method:

- Assessing on the talent's abilities, qualities, and unique skills
- Identifying their motivations and core values
- Defining their aspirations and ambitions
- Taking stock of the their achievements, abilities and expertise, and level of both internal and external recognition
- Understanding the talent's personality traits and leadership style in a professional setting



# Supporting women in the workplace





Women are often not aware of factors favoring or slowing their success. These brakes can also have an impact on the implementation of equal opportunities within organizations. Not enough supported in understanding this reality, women must take the full measure of their environment, decode elements of effective career management and stay in control.

## 06 SUPPORTING WOMEN IN THE WORKPLACE

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### Objectives:

- To raise awareness on both paths and obstacles to success in the professional development of women
- To develop their leadership
- To set their goals and to outline an engaging professional development project



## 06 SUPPORTING WOMEN IN THE WORKPLACE

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### Method:

- Working to overcome the obstacles faced by women in the workplace: challenging stereotypes, fulfilling aspirations, defining a professional development project, etc.
- Learning to embody a specifically feminine authority that is accepted while remaining true to oneself
- Developing a professional identity that is unique
- Increasing visibility within the team and the company at large
- Working on developing a professional image
- Learning to balance professional and personal lives
- Developing and maximizing impact, influence, and political savvy
- Developing an effective professional network



# Developing your gender equality program





With an experience of almost ten years on the topic of diversity, Talentis accompanies and supports organizations in building an effective diversity strategy and accelerating women's careers.

The advantages brought by diversity in a team are now recognized by many international studies. Companies gradually set up HR processes and environments "Women's friendly."

## 07 DEVELOPING YOUR GENDER EQUALITY PROGRAM

### Objectives:

- Talentis supports organizations who wish to build the best strategies in order to fast track women's careers
- To instill a corporate culture of gender equality that is part of the larger managerial culture of the organization
- Supporting women's aspirations and career development
- Encouraging men to get involved in gender equality initiatives



## 07 DEVELOPING YOUR GENDER EQUALITY PROGRAM

### Method:

- Talentis helps you analyze the reality of your organization and supports you in the implementation of the most appropriate actions
- Based on that analysis, we help you build a program that focuses on better communication within your organization and on developing programs for leaders, managers and female talent. We also help you measure the results of these actions
- Workshops and lectures on the management of gender diversity and exchange of practical tips
- Seminars to develop the management of gender diversity



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