

Independent Management Consultancies Network IMCN

 European

 Professional

 Personal


Name of the firm
Hommes et Performance
*Full address
(incl. phone, fax)*

**17, rue de Châteaudun
 75 009 Paris
 France**
Tel +33 1 42 85 49 49
Fax +33 1 42 85 20 17
Mobile +33 6 70 71 32 32
E-mail valerie.zorzi@hpsas.com
Internet www.hpsas.com

Established
1992
*Responsible person for the
network*

Valérie Zorzi
*Name of managing partner(s),
executive director(s)*

Pierre Daru
Philippe Limbourg
François Frilley
Jean-Yves Catin
Valérie Zorzi

Total number of consultants
10
*Number of associate
management consultants
(at least one entire assignment
together)*
5
June 2021

(The profiles of the members are permanently updated. Please ask for the latest version.)

Independent Management Consultancies Network **IMCN**

Hommes et Performance

*Specialisations
(main fields of activity/
FEACO classification)*

Corporate strategy
New business startup
Organisational design & leadership
Change management
Management systems improvement
Capability building
Digital & IT transformation
Operations & process optimisation

*Type of clients/branches
(industry sectors)*

Consumer goods, food and agriculture
Chemical, pharma
Retail, wholesale
Transportation
IT, telecommunication
Banking, finance and insurance
Service industries, entertainment, tourism, health
Public administration, non profit organisations
Investment goods, real estate, energy, raw materials

*Consulting products or service
packages (self-developed)*

Sales network performance
Finance and human capital
Management control
Change Management
Corporate university

*International practice
(foreign countries where assign-
ments were completed;
in order of priority)*

France
Belgium
Morocco

Language ability in the firm

French
English

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Hommes et Performance

Mission statement / consulting philosophy

We see ourselves as achievement facilitators.

We are a consulting boutique, a team of experienced management consultants who help managers and teams to bring their ambitions and transformation projects to life.

Our approach:

Provide a compass: Take paths enlightened by a purpose in a world where codes and waypoints are changing.

Give access to speech: Speak clearly and openly and secure acceptance of situations in order to revitalize.

Enable everyone to find a place: Reveal each person's energy and give it a personal and collective purpose.

Help to dare: Make the dreams of our clients, business leaders, project leaders and associates accessible realities.

Credentials (short description of some typical assignments)

- Type of client / branch (industry sector)
- Field of activity
- Assignment summary and results

HOW CAN A CORPORATE UNIVERSITY CONTRIBUTE TO STRATEGY AND ORGANIZATION?

After the implementation of the Group Managers Charter, our client decides to revamp and adjust accordingly its Management Development Program (12 000 managers).

- Form and manage a multidisciplinary project team.
- Collect managers and exec visions and identify individuals and business needs through interviews.
- Facilitate collaborative workshops on vision, mission, operating principles, scope, global and local approaches, budget system, offer, communication plan...
- Get inspired with benchmarks through VIPs testimonials (directors of corporate universities of large international groups).

KEEP CANDIDATES MAKING A CAREER CHANGE ENGAGED AND MOTIVATED DURING LOCKDOWN.

Our client, a major player in mass distribution in France and Europe, has a network of independent businesses, supplied with products and central services by the group. Before starting their new life as an entrepreneur, candidates have to join an Action Learning program in order to help them with their professional retraining. With the first lockdown and its consequences on motivation and engagement, the group decides to give additional support to its «to be» business owners.

- On a voluntary basis, candidates are offered a weekly individual and collective remote support.
- The ritualized multimodal programme proposes a diversity of focused «tempo» sessions such as individual coaching, small group problem solving workshops, opt in meetings, co-development.

Selection of important and well known clients (location)

Intermarché
Renault
CGI
Dachser
Roche Bobois
EDF
Radio France,
RATP
La Banque Postale

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*Partners / senior consultants
short profile*

FRANÇOIS FRILLEY

«From my very first Legos to the most complexe information and organization systems through my engineer training, the path remains the same: co-construct in order to transform an idea into a concrete result with an effective value.

Master with precision the methods (management, organization...) and technics (systems, digital...), including the most innovative so they seem easy to implement for our clients, is a prerequisite always upgraded and... challenged.»

PHILIPPE LIMBOURG

«Having had the chance to try out a broad-spectrum of business functions, missions, dimensions and contexts, I hold a systemic look on professional situations. It speaks for me on the business vision I have.

After few decades of resistance, I have succeeded to shift my need for meaning from exigence to a simple quest.»

JEAN-YVES CATIN

«The knife of the walker I am, is my best friend: to trim my wooden stick, to slice my loaf of bread and open an optional bottle...

Multitasking, handy on every ground, mountain trails or small greek paths. Reliable, simple and efficient, it is essential.

I have always envisioned my job for more than twenty years up to its image. I have had to adapt, on multiple functions and in various environments to conceive tailor-made solutions to recruit, evaluate and develop leaders and managers in their collaboration skills.»

PIERRE DARU

«The path to realize the full potential of an idea, an organization. There is whole value of consulting as I like to practice it.

In my vision, working on the path is equally a reality, a pragmatic question “where to pass through, which direction to follow ?” or a moment to nurture the culture, the individual and collective energy level of my clients.

The quality of the relationships thus created, is for me a source of openings, of risk taking, of innovation which spread durably onto the results.»

VALÉRIE ZORZI

«Meeting people, mixes and blends, that’s what I love! Being connected, always in touch with the environment and its diversity... I am a multi-socket plug.

I like to help everyone to develop their curiosity about others, helping a collective to confront ideas and practices, merging individual and collective approaches.

I like to be connected with the system. To capture trends, be inspired or jostled, to be able to challenge the too well established if necessary; to act, succeed (or not) and always learn.»