

# Career Coaching



Profiles of coaches referenced by the INSEAD Alumni Association France to offer individual career coaching support to alumni.

- Emmanuel Bompy
- Victoria Bouix
- Maria Escuer
- Claude d'Estais
- Marc-Antoine Hamet
- Claire Harbour
- Julie Jessup
- Dana Patrichi
- Jocelyn Phelps
- Antoine Tirard
- Philippe Vinot



May 2024



## Emmanuel Bompy

### *Executive Coach*

#### Industry Knowledge

- ✓ Technology
- ✓ Industrial
- ✓ Professional Services
- ✓ Financial services
- ✓ Aerospace

#### Languages

- ✓ English
- ✓ French

#### Contact

- ✓ Email: [ebompy@enaction.fr](mailto:ebompy@enaction.fr)
- ✓ M. +33 6 19 32 10 10

 <https://www.linkedin.com/in/enaction/>

Emmanuel is an Executive Coach and Consultant specialized in leadership development through meaning.

Previously, Emmanuel has held various management positions including Business Unit Director and Sales and Marketing VP, mostly in the high tech industry in Europe.

Emmanuel helps executives and managers jump into their driving seat, meet a new challenge, clarify change options and make a difficult change decision.

Emmanuel also works with teams to build alignment and consistency around a shared vision to drive performance in a quickly changing environment

He is French, based in Paris and works globally.

Emmanuel is convinced that the will to meaning is a key driver in life. Therefore, he brings special attention to meaning questions because they become more and more central for many leaders as they try to maintain consistency between themselves and their complex and changing environment.

#### Certifications:

Member and past administrator of Société Française de Coaching.

Certified and trained in MBTI and TMS, Process Communication, Human Element, and Transactional Analysis.

Logotherapist (will to meaning)

Certified Coach (Transformance).

**Education:** MBA (INSEAD, 1985), Aeronautical Engineer (Supaero Toulouse, 1976)



## Victoria Bouix

### *Executive Coach*

#### Industry Knowledge

- ✓ Professional services
- ✓ Banking & Financial services
- ✓ Legal services
- ✓ Aerospace
- ✓ Consumer & Luxury Goods
- ✓ Pharmaceuticals
- ✓ Manufacturing
- ✓ Automotive
- ✓ Media

#### Languages

- ✓ Swedish
- ✓ French
- ✓ English

#### Contact

- ✓ Email: [victoria@chitterra.com](mailto:victoria@chitterra.com)
- ✓ M. +33 6 76 99 60 46

 <https://www.linkedin.com/in/victoriabouix/>

Victoria Bouix is an executive coach and consultant specialised in leadership development and in facilitating change.

Before starting her own business in 2011 she worked 15 years for large global organisations including Ernst & Young, L'Oréal and PwC where she held leadership positions on country, European and global level.

Of Swedish nationality, Victoria has lived and worked across the globe and has experience from a large variety of industries. Today she works with leaders and teams to improve their agility, resilience and vitality in the context of change.

With a purpose driven and strengths based approach that leverages what is unique in each individual, Victoria uses a large variety of tools to create awareness and transform insight into action.

She is particularly interested in how to develop a personal leadership style, how to remain constructive under pressure, how to

manage energy and how to influence others in an increasingly uncertain, ambiguous and complex business environment.

Her work focuses on managing transformation, leadership development, shaping organizational culture and transition and career management.

**Certifications:** 360 feedback GELM/GELI (INSEAD), BPS psychological testing (Level A & B), MBTI and 16PF certified practitioner, Systemic Coaching Constellations (ICF), Leadership Work Styles and LSI (Human Synergistics), Emotional Competence Inventory (Roche Martin), FIRO-B (OPP) DiSC (Discernys), Coaching Across Cultures (P Rosinski), Change Management Practitioner (PwC), Communication Coaching, INSEAD

**Education:** MA Psychology (HEC 2002), Coaching & Consulting for Change (INSEAD 2002), BA Psychology (SUNY 1994), BSc Business Administration (SUNY 1993)



## Claire Harbour

### *Executive Coach*

#### Industry Knowledge

- ✓ Consumer & Luxury Goods
- ✓ Retail & Supply Chain
- ✓ Media
- ✓ Professional Services
- ✓ Education & The Arts
- ✓ Technology
- ✓ Financial Services

#### Languages

- ✓ French
- ✓ English
- ✓ Spanish
- ✓ Italian
- ✓ Russian
- ✓ Portuguese

#### Contact

- ✓ Email: [cmjhar@gmail.com](mailto:cmjhar@gmail.com)
- ✓ M. +33 6 08 86 60 41

 <https://www.linkedin.com/in/claireharbourlyell/>

Claire is an Executive Coach and Consultant specialized in Talent Management and Career Development. She is a dual French/British national, based between Toulouse, France and the UK, and works globally.

Her career has spanned almost 30 years, 17 countries, 8 languages and a range of industries and roles. She spent early years with the Swire Group in Asia, the middle with LVMH and other luxury brands in Europe and more recently in various professional services, from Egon Zehnder to strategy consulting, communication and culture advisory and more.

Today Claire works with high potentials and executives individually, in groups and in teams to help them boost their performance and career fulfillment. Context varies from vast corporations to VC's and startups. She focuses on those who work across borders and cultures, honing in on such aspects as inspiration for challenge and disruptive advancement.

**Certifications:** International Coach Federation training and member; Laser Coaching specialized

**Education:** MBA (INSEAD, 1992), MA/BA Modern Languages, Cambridge University

**Publications and Contributions:** Co-author of "Disrupt Your Career", and numerous articles on Career Management, Leadership and Talent issues. Guest lecturer (NUS, IE, University of Bath) and speaker at international HR and talent management conferences.



## Claude d'Estais

### *Executive Coach*

#### Industry Knowledge

- ✓ FMCG & Luxury Goods,
- ✓ Retail
- ✓ TMT
- ✓ Financial Services
- ✓ Life Sciences
- ✓ Industrial
- ✓ Energy

#### Languages

- ✓ French
- ✓ English

#### Contact

- ✓ Email: [cdestais@cmsaconsulting.com](mailto:cdestais@cmsaconsulting.com)
- ✓ M. +33 6 10 14 20 87
- ✓ <https://www.linkedin.com/in/claudedestais/>



After 15 years in the HR Department of two major French groups (BNP-Paribas, Areva/Orano), completed with 12 years as an Associate in an Executive Search Firm, Claude now supports executives in their professional transition since 2010.

She capitalizes on both her knowledge of recruitment processes as well as her expertise in career tracks in France and abroad to offer career guidance. Claude has a combined expertise in recruitment, outplacement and executive coaching.

Empowering and challenging, Claude provides dedicated support taking into account your ecosystem enabling the mobilization and leverage of your specific assets.

As a coach, Claude helps corporate executives to take a step back from their challenges. It allows them to look for new postures as well as asserting their leadership and management skills in order to sustain a long term sustainable dynamic.

Her clients are senior executives or high potentials from all sectors of activity. Previously as an Executive Search Partner, she recruited and assessed executives for Apple, Coca-Cola, L'Oréal, Nokia, Bic, Pernod Ricard, Sanofi Aventis, Thales, Arcelor, Valeo, Ascometal, Groupe Bel, MMA, Dexia, Natixis...

**Education:** Sciences Po Paris + MBA HEC

**Certifications:** Mediat Coaching, Golden MBTI , SHL OPQ32

#### Publications:

- ✓ S'entraîner à l'entretien de recrutement...Même à la dernière minute (Editions Eyrolles 2016 )
- ✓ 60 exercices pour booster ma recherche d'emploi (Editions Eyrolles 2017)
- ✓ Recruter sans se tromper ou l'art de l'entretien de recrutement (Dunod 2019)



## Marc-Antoine Hamet

### *Executive Coach*



#### Industry Knowledge

- ✓ FMCG
- ✓ Financial Services
- ✓ Professional Services
- ✓ Aerospace
- ✓ Energy and Gas
- ✓ Education and Arts

#### Languages

- ✓ French
- ✓ English

#### Contact

- ✓ Email: [marcantoine.hamet@gmail.com](mailto:marcantoine.hamet@gmail.com)
- ✓ M. +33 6 82 52 15 37

 <https://www.linkedin.com/in/marc-antoine-hamet-b2955412/>

Marc-Antoine is an Executive Coach and Facilitator specialized in Executive Coaching and Leadership Development. He is a dual French/Canadian national based in Paris.

For the academic year 2018-2019, he is part of the coaching team of Ecole Polytechnique's Executive Master Programme.

Marc-Antoine brings global corporate experience. He held various leadership roles and rounded up his business career as General Manager of L'Oréal's Professional Products Division in Hong Kong from 1993 to 1997.

He then built on these learnings as an investor and strategic advisor in the bio tech industry on the one hand, as well as facilitating seminars with Synthesis, an innovative Paris based consulting company using sensitive intelligence tools (music, contemporary art)

designed for Executives facing a VUCA world.

After 4 years in India, based in Delhi, with Korn Ferry's Leadership and Talent Practice, Marc-Antoine resettled to Paris in 2012. Today, he works as an independent coach and consultant with high potentials and executives individually, in groups and in teams to help them fulfill their leadership potential and boost their performance. He focuses on leadership programs for talents and individual coaching at the C Level.

**Certifications:** LVI 360, Hogan, Effective Coaching Program (Korn Ferry Institute, Singapore, 2010), 360° Lominger Competencies (Korn Ferry, India, 2011). Also proficient to use the KDVI GELM 360.

**Education:** MBA (INSEAD, 1989), BA Marketing (HEC Montréal, 1987)





## Maria Escuer

### *Executive Coach*

#### Industry Knowledge

- ✓ International Institutions
- ✓ Public Administration
- ✓ Professional Services
- ✓ Banking & Financial Services
- ✓ Luxury goods & hospitality
- ✓ Industrial & Logistics
- ✓ Technology
- ✓ Education & Social Entrepreneurship

#### Languages

- ✓ French
- ✓ English
- ✓ Spanish

#### Contact

- ✓ Email: [maria.escuer@leadem.co](mailto:maria.escuer@leadem.co)
- ✓ M. +33 6 51 23 51 32

 <https://www.linkedin.com/in/mariaescuer>

Maria is an Executive Coach, Consultant and Speaker specialized in Interpersonal Relationships, Professional Development and Leadership. She is a dual national Spanish and French. She is based in Paris, France and works globally.

She worked for 10 years in International Institutions and Consultancy firms in Paris, Madrid, Brussels and London as Chief of Staff at CCE, Policy Advisor at the European Commission and Ministry of FA and Head of Strategy and Business Development for Macrogeo.

Maria's pragmatic style and hotline approach helps high potentials and executives to achieve their next professional step, to fulfill their development potential and to work better as a team through her 'Finding Common Ground' method.

She focuses on Internal and External Mobility, Onboarding, Career development, Transcultural teams, Women Leadership and Board of Directors dynamics.

**Certifications:** Certificate in Global Management (INSEAD, 2021-2024), International Coaching Certificate (INSEAD, 2023-2024), International Directors Program Certificate (INSEAD, 2021), Certification AEC DISC (AEC, 2024), Communication and Leadership, (DC, 2023), High Impact Presentations (DC, 2023), Relational Skills of Emotional Intelligence and Foundational Skills of Emotional Intelligence (Daniel Goleman EI, 2022), Certification MBTi (The Myers-Briggs Company, 2022), Artificial Intelligence: Implications for Business Strategy (MIT Sloan Executive Education, 2019).

**Education:** Executive MBA (IE Business School, 2017), Political Sciences & Public Administration (UPF - Harvard - UNIL, 2006)

**Contributions:** Maria has developed the Leadem® Method, an innovative way to assess the candidate's profile and context. Guest lecturer and speaker at the European Institutions, INSEAD, EDHEC, IE Business School and listed European companies..



## Julie Jessup

### *Executive Coach*

#### Industry Knowledge

- ✓ Financial Services
- ✓ Technology
- ✓ Industrial
- ✓ Professional Services
- ✓ Life Sciences
- ✓ Social Entrepreneurship

#### Languages

- ✓ English
- ✓ French

#### Contact

- ✓ Email: [julie@juliejessup.com](mailto:julie@juliejessup.com)
- ✓ M. +33 6 48 01 26 24

 <https://www.linkedin.com/in/juliejessup/>

Julie is an Executive Coach and Consultant. She has been developing leaders for over 30 years, both working in senior positions in global HR organisations and, for the past 15 years, as an external coach and advisor.

Julie's pragmatic style helps her clients quickly focus on the key issues which will leverage both business results and personal objectives.

In addition to her work with individual leaders, Julie also works with leadership teams to build alignment and reinforce organizational cultures which drive performance and adapt to change.

Julie has held positions including head of Global Talent, European HR, and European Management Development across several industries.

She has lived in the USA, Belgium, The Netherlands and France. She is a dual

national French and American, based in Paris.

Julie has a strong commitment to Business as a Force for Good. She has supported the Skoll Centre for Social Entrepreneurship at Saïd Business School, Oxford, The Chivas Venture, and Live for Good to build Social Entrepreneurship globally and works extensively on building high character leadership to drive business results.

**Certifications:** Hogan Assessments, MBTI Step 1 and 2, Leadership Development Framework, Transformational Narrative Coaching. Member of the British Psychological Association. Certified Coach Ashridge Business School (Distinction).

**Education:** MBA (INSEAD, 1988), BA Management Science (University of California, San Diego, 1984)





## Dana Patrichi

### *Executive Coach*

#### Industry Knowledge


- ✓ Industrial
- ✓ Technology
- ✓ Professional Services
- ✓ Consumer & Luxury Goods
- ✓ Retail & Supply Chain
- ✓ Financial Services

#### Languages

- ✓ French
- ✓ English

#### Contact

- ✓ Email: [danapatrichi@me.com](mailto:danapatrichi@me.com)
- ✓ M. +33 6 95 27 43 08

 <https://www.linkedin.com/in/danapatrichi/>

Dana is an Executive Coach and Consultant specialized in Executive Search, Talent Management and Career Coaching. French national, she is based in Paris and works globally.

She brings multicultural background and extensive international working experience, having worked for 20 years in a global Executive Search firm as a Managing Partner. She was based across Europe (Bucharest, Brussels and finally Paris) and has experienced a wide range of industries, functions and strategies.

She thrives in business environments characterized by complexity, globalization and transformation, and she has acquired practical knowledge of Human Capital Development models and practices.

Today Dana works with executives and organizations to develop high potentials and top managers individually. She focuses on strategic career management, onboarding, career transition and improving managerial effectiveness.

**Proprietary talent development and coaching tool:** Dana has designed and developed a disruptive HR development solution : EgoSum®. Leveraging cognitive schemes, it reveals behavioral inclinations in the workplace and professional dynamics, enabling personal development and career management.

**Education:** EMBA (INSEAD, 2008), MA International HR (CNAM – Conservatoire National des Arts et Métiers), Humanities (Sorbonne)



## Jocelyn Phelps

### *Executive Coach*

#### Industry Knowledge

- ✓ Banking & Financial Services
- ✓ Insurance
- ✓ Healthcare
- ✓ Pharma
- ✓ Energy
- ✓ Education & Not for Profit

#### Languages

- ✓ English
- ✓ French

#### Contact

- ✓ Email: [jmp@9online.fr](mailto:jmp@9online.fr)
- ✓ M. +33 6 76 72 14 14
- in <https://www.linkedin.com/in/jocelyn-phelps-4301a411/>

Jocelyn is an Executive Coach and specialist in Career Transitions and Leadership and Organizational Development. She is based in Paris, France and works with clients around the world.

For over 25 years she has helped individuals, teams and organizations to grow, change and fulfill their potential. Her experience includes consulting with KornFerry HayGroup; strategies and programs for senior management assessment and development, talent and performance management, diversity and inclusion, and learning and organization development for Societe Generale Group; and coaching MBA and EMBA students for INSEAD.

Today Jocelyn combines thoughtful, pragmatic, and creative approaches to support clients on topics including role and career transitions, performance issues, leadership development and change management.

**Certifications:** Competency and experience-based interviews (1998); MBTI (2002); Competency 360° processes (2008); Co-development facilitation (2009); NEO “Big 5” Personality Inventory (2012)

**Education:** MBA (INSEAD, 1993), AB French Language and Literature (Princeton University, 1982)

**Other coaching qualifications and activities:** CTI (Coaches Training Institute – 2009); Internal Coach, Société Générale Group (2011); Systems Thinking Approach with J-A Malarewicz (2013); ORSC (Organization and Relationship Systems Coaching – 2018); Facilitator, Career Services Workshop for INSEAD Alumni; Mentoring trainer.



## Antoine Tirard

### *Executive Coach*



#### Industry Knowledge

- ✓ Consumer & Luxury Goods
- ✓ Life Sciences
- ✓ Financial Services
- ✓ Energy
- ✓ Industrial
- ✓ Logistics & Transportation
- ✓ Technology

#### Languages

- ✓ French
- ✓ English

#### Contact

- ✓ Email: [antoine@tirard.net](mailto:antoine@tirard.net)
- ✓ M. +33 7 86 50 38 03

 <https://www.linkedin.com/in/antoine-tirard-a94384/>

Antoine is an Executive Coach and Consultant specialized in Talent Management and Leadership Development. He is based in Paris, France and works globally.

He worked for 20 years in large global corporations in France, the US and Switzerland, most recently as Global Head of Talent Acquisition and Development at LVMH and Global Head of Talent, Learning, and Organizational Development at Novartis. He also held leadership positions as VP of HR of the Novartis Animal Health and Eye Care businesses, HR director at Clifford Chance and HR Associate at L'Oréal.

Today Antoine works with high potentials and executives individually, in groups and in teams to help them fulfill their leadership potential and boost their performance. He focuses on talent management, succession planning, assessment, career management, leadership development and change management.

**Certifications:** Stakeholder Centered Coaching, GLOF 360° Feedback (Marshall Goldsmith, 2016), Coaching Skills and Leadership (International Mozaik, 2010), Hogan Assessments (Mentis, 2011), MBTI Step I (OPP, 2011), TalentView of Leadership Performance/Transitions, Voices 360°, viaEDGE (PDI, Korn/Ferry, 2000, 2012, 2013) and Insights Discovery (Insights, 2015)

**Education:** MBA (INSEAD, 1997), MA HR Management and Communications (Celsa-Paris Sorbonne University, 1987)

**Publications and Contributions:** Co-author of "Disrupt Your Career", a book on psychometrics for development and a French-English dictionary of HR management. Guest lecturer (INSEAD, Paris Sorbonne University) and speaker at international HR and talent management conferences. Senior Fellow, Human Capital (The Conference Board, USA) and Associate Expert, Magellan Institute.