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France



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Greeting



Dear readers,

2011 marked the 15th anniversary of Kienbaum in France and was a year of special events: our team was delighted to host the 2011 Consultant Convention in Paris in early June shortly after having moved into new upgraded offices in avenue George V. It was a busy time of changes which also included my arrival at Kienbaum. The year also saw the renewal of all our assistants' team, as well as half of our researchers' team. We all have now settled in and look forward to the year 2012.

Despite a flat economic outlook for France we are aiming to develop our activities in line with the group strategy: upgrading our average level of searches, increasing practice expertise and strengthening our HRM activities in order to become a more global HR partner for our clients. We also want to keep highest quality standards as well as our open and collaborative culture.

We are proud to serve large French multinational companies as well as non French companies who seek to strengthen their activities in France. We work in all market segments and functions but invite you to collaborate with us even more in sectors where we believe to have outstanding global knowledge such as automotive, energy, oil & gas, chemicals, aerospace. In terms of geography, we believe to be well positioned to support all Kienbaum clients in South-West Europe as well as in the Middle-East and Africa.

It's a pleasure to introduce you to our French team and to make you discover the detailed competencies of each Consultant. We look forward to a collaborative year 2012.

Warm regards,



Carl Azar
Kienbaum S.A.
CEO Partner

Team

From left to right:

(back rank): Yann Peeters (Principal), Florie Gallon (Researcher), Carl Azar (CEO Partner), Pascale Godefroy (Assistant), Florence Paris (Managing Director Partner), Wulf Eckardt (Senior Consultant).

(front rank): Nadia Berjot (Financial & Administrative Manager), Kathleen Witte (Researcher), Marie-Pascale Roux (Senior Consultant), Hortense Dehaye (Researcher), Marjorie Dadure (Assistant), Anne de Septenville (Consultant)

Not on the photo: Olivier Bouleau (Coach Principal) Marion Bellaiche (Researcher), Stéphanie Fabrega (Researcher), Marion Monier (Researcher).

Currently there are sixteen colleagues working at the Kienbaum Office in Paris.



Competencies of the team

Carl Azar
CEO Partner



- » **Carl Azar** focuses on searches for top Executives and Non Executive Board Members. He works in all industrial and business services sectors and is particularly knowledgeable in the automotive and chemical industries.
- » His clients include large multinational companies as well as private equity institutions and owners of mid-cap companies. He has worked for European, US, Asian and Middle-Eastern groups. His multicultural background and international experience brings a unique added value to his clients who are seeking to internationalize their leadership teams.
- » Additional: assessment of Executive teams in phases of successions, acquisitions or LBO and assessment of individual Executives - internal or external candidates - for a specific leadership position.
- » Carl is married, has two sons and a daughter. He speaks five languages and loves to play tennis, travel and relax with his family or friends.

Florence Paris
Managing Director Partner



- » **Florence Paris** focuses on Executive Search and Diagnostics (AC, DC and management audit) in various industries, amongst them:
 - Energy, Aeronauticals, Construction, Automotive, Luxury, FMCG.
- » Project experience:
 - National and international executive search and selection, management audits, single and group assessments centers (in pan-European context), training.
- » Recruitment focus on: mainly managing positions in European contexts involving researches and selections on at least two countries with a multi-cultural approach (nationality of the candidate different from the company's one).
- » Additional: diagnostic projects (Conduction of Assessment Centers/Development Centers in international contexts); Training (Training on recruitment selection process, assessment yearly reviews, employee discussion, coaching in people development).
- » Florence likes working on very new topics to her, discovering things, people, cultures, working with colleagues in international context, travelling with her family and friends.

Yann Peeters
Principal



- » **Yann Peeters** focuses on Executive Search, new placement, diversity project and market entry services in the following sectors:
 - Energy/Utilities, High tech, Industry
 - » Recruitment focus on : Executive assignments such as GM/Country Manager and VP/Director of Operations, Director of Group Engineering, Head of Mechanical Engineering, Head of Civil Engineering, Plant & Project Director / VP Quality...
 - » His scoop is worldwide and he has worked across Europe, Finland, USA, India, China, Russia, Brazil, Niger, Angola, South Africa, Saudi Arabia, Algeria, Yemen and Sudan.
 - » Additional: Expert on diversity, he has worked along with European Space Agency and France Telecom on the creation of a European network of high potential women.
 - » Yann is married, has 4 children and loves sailing, flying and photograph.
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Marie-Pascale Roux
Senior Consultant



- » **Marie-Pascale Roux** focuses on Executive Search in various sectors such as:
 - FMCG/Retail; she is a member of the FMCG/Retail practice, Pharmaceuticals, Services, Luxury goods, Industry (Automotive, Paper, Electronics,...)
- » Project experience:
 - National and international Executive search and selection
 - Individual & Group assessment
- » Recruitment focus on: Executive positions in France or in European contexts involving research and selection in various countries.
- » Additional: Individual and group assessment centers
- » Marie-Pascale likes working in an international context, travelling, reading, enjoying Paris cultural life, going to good restaurants and spending time with her friends.

Wulf Eckardt
Senior Consultant



- » **Wulf Eckardt** focuses on Executive Search in various industries or service areas, amongst them:
 - Automotive, Mechanical engineering, Machine builders, Automation, Construction, High-tech, medical, Transportation and Mobility,
- » Project experience:
 - National and International (mostly French-German) executive search and selection projects,
- » Recruitment focus on Executive positions in European contexts involving researches and selections with a multi-cultural approach.
- » Additional: Management audits, individual assessment centers in European contexts.
- » Wulf is German, lives in Paris for more than 12 years, has French Kienbaum experience for more than 8 years, and appreciates particularly projects concerning other European countries such as Italy, Spain or the UK.

Anne de Septenville
Consultant



- » **Anne de Septenville** focuses on Executive Search and Diagnostics in various industries, amongst them:
 - for recruitment projects: Aeronautics, Aerospace, Automotive, Construction, Biotechnologies & Chemicals, Medias.
 - for diagnostic projects: Aeronautics, Railway industry, Transport and Logistic, Medias.
- » Project experience:
 - recruitment in international/multicultural contexts,
 - development and conduction of assessment centers.
- » Anne is married, has two sons and loves literature, travels and gardens.

Selected Recent Placements

- » Process Industry – Area Power purchasing Director Africa & ME
- » Equipment Industry – Managing Director
- » Transportation & Logistics – Business Controller / Logistics
- » Technology – VP North Europe
- » Energy – VP Quality
- » Business Services – Managing Director
- » Healthcare – Head of Social Relations
- » Cosmetics – Marketing Director
- » Luxury – HRD
- » Communication – Relational Marketing

News

Professionals within the Oil&Gas and Energy Industry

Our expertise in Project Management within the Oil & Gas and Energy Industry: Professionals within the Oil & Gas and Energy sector are faced with ever more giant and complex projects within the context of a highly competitive and political marketplace. And in an age when reducing risk is more important than ever, the role of the Project director in particular is becoming very demanding and crucial for the organization.

The new generation of Project Directors is expected to know as much about the world of leadership, governance, finance, corporate communication... as they do about engineering and construction. Management skills and accountability are growing in importance. The risk managed by a single Project director can represent up to 1/3 of a company's portfolio risk, and can therefore have a huge impact on the company's financial health.

Following in depth interviews with worldwide leaders in the Oil& Gas and Energy field, Kienbaum France has identified the best practices that are being developed to improve project management capabilities and support the pipeline of the future generation of Project directors.

We have recruited for our clients Project Directors for large contracts (up to 5 billion dollars) all around the world: Europe, Russia, Kingdom of Saudi Arabia, South Africa, Sudan, Niger, Angola or Algeria...

For further information:

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Renewal of KMC in France



When Kienbaum started activities in France, two subsidiaries were created: one for the KEC services (Kienbaum SA) and another for KMC (OrgaKienbaum, a joint venture between Kienbaum and OrgaConseil, a French consultancy firm). There was no real joint activities between the subsidiaries until 1999 when consultants initiated acquisition activities and common projects that were based on the good personal relationships between them.

In 2002, Orgakienbaum closed. The Kienbaum SA consultants who had worked with their former colleagues continued to work on ongoing projects and started some new ones. Major projects were for Bouygues Telecom, representing millions of Euros of turnover between 1999 and 2006: B2B sales teams and Call Centers were launched and all the staff was recruited with Kienbaum, using collective AC to standardize and professionalize large scale recruitments.

For a number of years now, we have been conducting AC and management audits: mostly single projects for existing KEC clients but also large projects acquired in France (PSA) or group projects (Dynamit Nobel, ThyssenKrupp, Airbus, EADS...). We also assist KMC colleagues with other activities, such as remuneration surveys in France and/or southern European countries (Spain, Portugal, Italy...).

Taking advantage of this long lasting though not formally structured experience while addressing a now more mature market in France, we want to develop the KMC activities of the French subsidiary more systematically and with a more structured approach. We plan to hire specialists, to be more focused on development for a number of us and of course continue to increase the already pleasant and successful cooperation with our KMC colleagues.

The arrival of Olivier Bouleau is the first hiring concretizing this strategy.

For further information:

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Announcements



One new Colleague

The Paris office will be strengthened by Olivier Bouleau (45) as principal in charge of coaching activities.

Olivier is a certified coach and has a tremendous experience in the field of executives coaching and leadership development. Before he joined Kienbaum, Olivier worked for Secor, a Canadian consulting firm, where he was responsible for the coaching development. Prior to his career as a coach, he has developed an internal university for the Swedish international group Assa Abloy, and has established and developed subsidiaries for the American group Ingersoll-Rand in EMEA.

Olivier holds a master in coaching, a master in stress and emotion management and a degree in clinical psychology. He is fluent in English and conversant in German and Spanish.

Impressum



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