



VALORITIS  
CONSEIL



● ● ● Valorise votre Capital Humain

# Enhancing Human Capital



Valoritis is a consultancy firm specialised in **Head Hunting** and **Talent Development**. We are convinced that people are at the heart of the company, they are the performance lever. Our team accompany's groups, branches, SMEs and projects all over France and abroad, focusing on five major centres of expertise:





# EXECUTIVE SEARCH

The organisation that recruits acquires the new blood that it needs to renew and revitalise its talents, energy, expertise and openness.

As Head Hunters, Talent Finders, we are convinced that recruitment is not limited to identifying and selecting the right candidate. Therefore, trust, long term partnership and quality of service are at the core of our actions and commitments.

As specialists in each sector, our consultants help define the profile of the right candidate.

We involve all the stakeholders in the recruitment process until the final critical phase of integrating the chosen candidate. Our approach is innovative in that we offer an On-Boarding option: integration is optimised and the new employee is operational sooner.

We are driven by the challenge of each recruitment project and satisfaction/success and pleasure have driven our action for more than 15 years.



## OUR FIELDS OF SPECIALISATION :

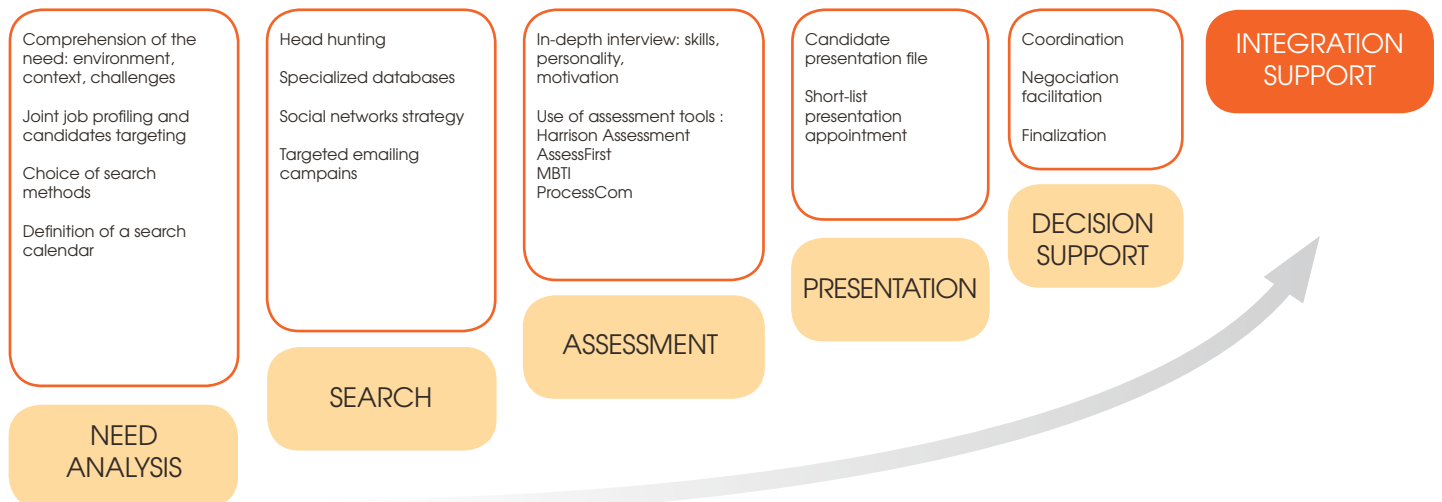
- Banking / Insurance / Finance
- Legal / Tax
- Private Equity Family Office
- Consulting / Auditing / Finance
- Business / Marketing
- Telecom / NTIC / SI
- International
- DOM TOM

## OUR METHODOLOGY IS BASED ON:

- Head Hunting
- Comprehensive understanding of social networks
- Use of assessment tools in the recruitment process
- Consultancy: profiling, targeting, search strategy
- On-Boarding option for an optimized integration
- International scope to include overseas markets / Search for expats



## RECRUITMENT PROCESS :





# COACHING

We are driven by the conviction that: **the Human Factor is at the heart of each company.**

This conviction is especially evident when we coach.

Certified in Executive Coaching (HEC Paris), our coaches help individuals, teams and organisations address their issues and challenges by using their own resources and thus find their own solutions.

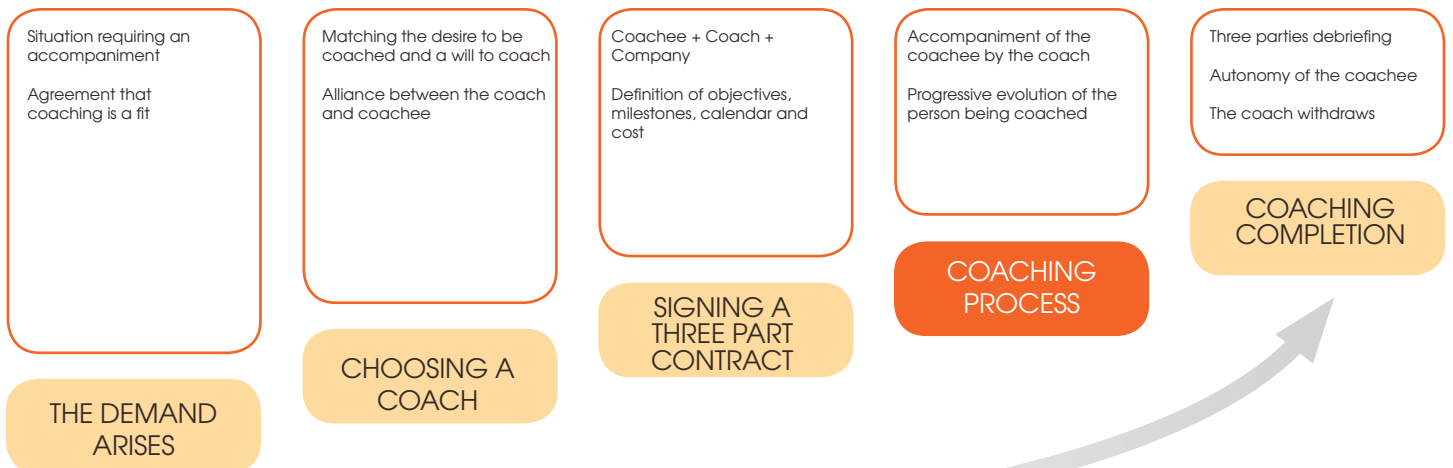
## EXAMPLES OF COACHING NEEDS ADDRESSED

- Coaching of Directors
- Coaching of organisations
- Team coaching
- Company start up or take-over coaching
- Leadership coaching
- Coaching of managers
- Inter-cultural coaching
- Coaching during transition phases
- Coaching of individuals starting a new position
- In depth career path orientation
- Better negotiation coaching
- Change Management coaching
- Women in Leadership coaching
- Self confidence and Assertiveness coaching

## OUR STRENGTHS

- The wealth of executive level experience of our coaches
- Our widely varied career paths : Founder and director of companies, director of subsidiaries, banker, lawyer, engineer; from France and International
- Innovation, but also mastery of classic management tools, used with discretion
- Advanced certification with certain specific tools (Assessfirst, Leonardo 3.4.5, Ennéagramme, Belbin, TOB, ...)
- Experience with and openness to other cultures
- Daring and encouraging others to dare
- All of our coaches are certified by recognised institutions
- International presence

## COACHING PROCESS





# TRAINING

Corporate training allows companies to develop and enhance their Human Capital.

Training has become essential for companies to perform and stay competitive

We have at heart to create and develop training programs adapted to your needs, and do so through two offers :

## ✓ DESIGN AND DELIVERY OF CORPORATE CUSTOM-TAILORED TRAININGS:

Designing and structuring with you custom-tailored training courses including an active learning approach and Blended Learning programs.

Delivering training sessions with experienced tutors/coaches using surprising approaches, innovative and adapted tools, dedicated formats in French or in English, in France and abroad.

## ✓ SUPPORTING THE CEO AND THE CHR ON THE CREATION OF A COMPETENCY DEVELOPMENT PLAN :

Aligning team's competencies with the strategy of the company.

Supporting the creation of a training plan.

Proposing development programs adapted to the main managerial stakes of the company.

We are able to accompany you through two main thematics training : Management and Leadership.

### 4 abilities for a manager to develop

#### Performance

- Setting objectives
- Solving problems and making decisions
- Motivating teams
- Delegating
- Prioritizing
- Measuring performance

#### Competencies

- Being proactive, taking initiatives
- Innovating
- Influencing, communicating
- Negotiating
- Coaching

#### Interactivity

- Ensuring team cohesion
- Managing stakeholders
- Collaborating, establishing a win/win relation
- Managing a 360° relation

#### Business relationship

- Managing and developing commercial relationships
- Succeeding in a negotiation
- Defining customer expectations
- Optimizing customer satisfaction

### 4 abilities for a leader to develop

#### Personal Development

- Getting to know better oneself to communicate
- Managing stress
- Developing emotional competencies
- Developing ones circles of influence
- Developing assertiveness

#### HR

- Recruitment
- Assessment
- Identifying talents
- Developing potentials
- Empowerment

#### Managing complexity

- Managing in complex environment
- Managing in a multicultural context
- Negotiating in a multicultural environment
- Succeeding expatriation (managing the departure, succeeding the return home )

#### Leadership

- Developing ones leadership: authenticity, consciousness, empathy
- Change management
- Defining a vision and communicating
- Federating, enhancing and encouraging



# ASSESSMENT

We are driven by the conviction that people are at the heart of a company, that the human factor is THE determining lever for improving the identity and performance of companies.

Assessment gives leaders access to the functioning of individuals, teams, or the whole organisation; which in turn allows them to evolve and develop.

We offer an assessment process which is innovative, effective, results-oriented and respectful of all parties. To do this we build on the wealth of experience of our professional team as well as on formal training in the use of assessment techniques that we adapt to fit your needs.

Each company has the objective to enhance its human capital as it is the necessary condition for performance. In order to establish such development process is it first necessary for the company to get to know more in detail and assess teams and individuals. **Valoritis** supports you in this process.

## TYPES OF ASSESSMENT

### Your Goal

Maximize the value of your Human Capital

### Our Know-How

#### INDIVIDUAL ASSESSMENT

- Taylor-customed assessment
- Talent Management : mobility, career path evolution, creation of a talent pool, alignment of competencies with company strategy
- Skills assessment
- 360°
- Recruitment

#### TEAM ASSESSMENT

- Team mapping
- Assessment of personalities and skills (strategic, operational, managerial, ...)
- Team synergy
- Complémentarity

## PERSONALITY INVENTORIES

**For the RECRUITMENT**  
identification of key components for the work situation

**For the DEVELOPMENT**  
Identification of talents, high potentials and development possibilities

**For the MANANAGEMENT**  
Identification of how people function in their posts

Harrison Assessment,  
taylor-customed assessment scenarii,  
Belbin method, 360°, ...

Possibility of individual or team approach



# OUTPLACEMENT

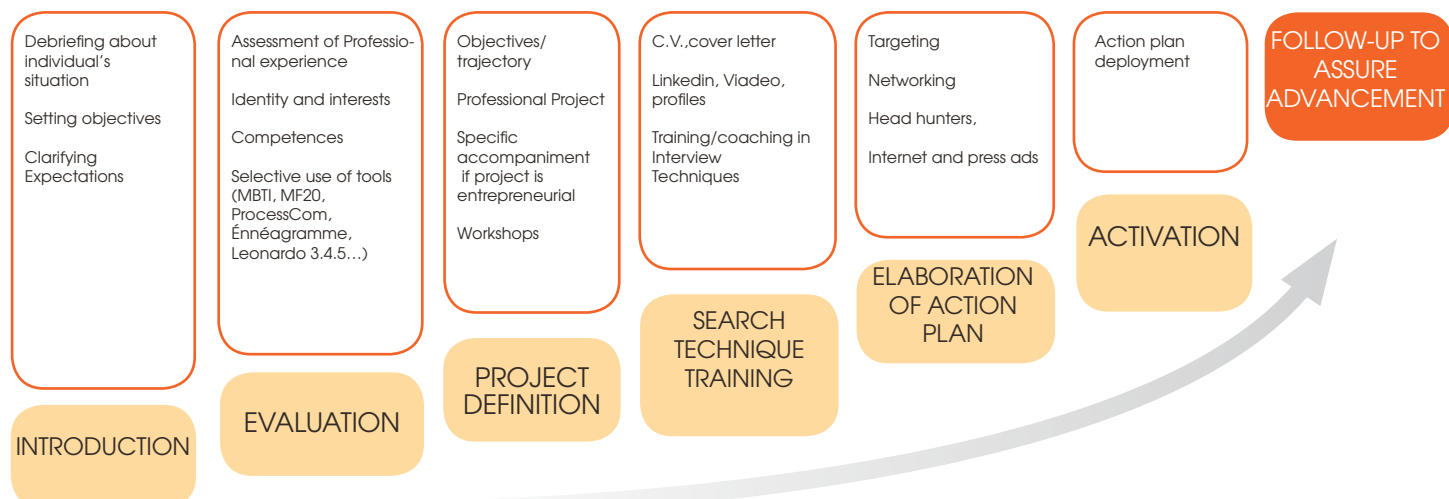
For us, an outplacement consists of welcoming individuals in transition in a kind and professional manner. We provide them with the best possible assets, so they can find a place in a professional environment in line with both their competences and their personal project.

With a customised approach we accompany our clients and help transform a potentially delicate situation into an opportunity for development and advancement.

## OUR STRENGTHS

- A coaching posture that allows candidates to become aware of their personal resources and to exploit them.
- A capacity to bring out, articulation and build a professional project that is both realistic and ambitious.
- To optimise success : access to the experience and competences of several consultants.
- A variety of innovative and classic tools .
- A team with the expertise to choose and articulate the most appropriate tools.
- A true capacity to accompany deep reflection and putting it to work towards entrepreneurial projects.
- Recruitment Expertise in the service of outplacement (interview techniques and training, networking, accessing the employment market,...).

## OUTPLACEMENT PROCESS





# OUR TEAM



## Florent Judet

### Associate Director

Florent graduated from the Paris 9 Dauphine University and the HEC Paris Executive Coaching course.

Florent uses his strong and diverse background to propose an authentic and appropriate offer to his clients.

Former manager and business unit General Director of international groups, he is a born entrepreneur.

12 years ago he founded Alvedis, (heat hunting cabinet, specialized in Banking, Insurance and Finance), then he founded Valoritis in 2010.

His ambition and passion: accompanying its clients according to their needs, human and strategical stakes through: Recruitment, Coaching, Assessment, Outplacement and Corporate Training. He strongly believes that relationships between people are of the success, He is also coach for executives, managers and teams.

Passionated about the mountains, he created a special offer organising coaching in this powerful, authentic and revealing environment.

He loves sharing his optimistic and lively vision of the world.



## Jacques Fulcrant

### Associate Director

Guided by his passion for entrepreneurship, his taste for learning and sharing, Jacques loves challenges and exploring new horizons.

His professional path brought him to work as an executive director in one of the biggest groups in Europe, but also as a managing director of business units in Asia (Indonesia, Vietnam), Oceania (Caledonia) and America (Brazil, Argentina).

Convinced that company's success goes through men and women development, he was Corporate training Director of a CAC 40 group (implanted in more than 30 countries) of which he created the Corporate University.

Nourished by this journey, he now proposes corporate training and coaching (HEC Paris Certified) solutions to accompany executives and teams.

Curious and connected Jacques loves sharing his discoveries in reading, music and cinema.



## John Plaisance

### Associate Director

From manager to Sales Director and entrepreneur in the industrial and services sector, from SMEs to multinational corporation, John has had a very dynamic career. In the Antilles, he discovered the stakes of human relationships and rapidly decided to get involved in the HR development world. For instance, he got involved in the organization of "les Journées Outre-mer développement".

It is by joining Valoritis Conseil that he realised his greatest succes : sharing his vision of human capital in companies.

Today, John accompanies his clients in France and overseas, mainly recruiting talents in sales, industry and retail.



**Tony Whelan**  
Senior Consultant



**Christine Castan**  
Senior Consultant



**Vanessa Savy**  
Recruitment Officer



**Chloé Arminjon**  
Consultant



**Sylvie Maurice**  
Research Officer





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EXECUTIVE SEARCH - COACHING - OUTPLACEMENT - ASSESSMENT - FORMATION



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