



Catalyst for success

Executive coaching

Transformational leadership

Learning & Development consulting

Anywhere in the world

Executive coaching

Executive coaching

Unleash your potential and transform yourself, succeed on your own terms

Intercultural coaching

Global coaching for global leaders

Strategic consulting

Focus on behaviors to deliver tangible results

Mediation

Resolve disputes and regain efficiency

Team bridging

Connect and bridge the key entities and people in your organisation

Team coaching

Boost your team's performance

Organizational coaching

Transform your organization, for culture to behaviors

Team building

Improve efficiency and interpersonal relationships

Coaching supervision

A structured formal process for coaches to improve the quality of their coaching

Coaching for gifted adults

Existential and philosophical support

Transformational leadership

Management development

Deliver continuous business improvement through exceptional management

Leadership development

Deliver continuous business improvement, through leadership development

Executive leadership

Build trust and engagement, through exceptional leadership

Leading change

Bring about and embed change

Learning & Development consulting

L&D project management consulting

Manage your L&D projects with efficiency

L&D strategic consulting

Succeed in building and delivering your learning strategy

Selecting vendors & coaches

Select and reference the right coaches and partners

EXECUTIVE COACHING

Unleash your potential and transform yourself, succeed on your own terms



WHO IS IT FOR?

Leaders, managers, change managers, talents.

FOR WHAT PURPOSE?

- › Skills development: coaching to acquire, or improve upon, specific skills and abilities
- › Performance improvement: coaching to enhance performance in the current role
- › Career development: coaching to prepare for a future role
- › Executive's agenda: coaching to help senior managers define their own personal success and corporate performance

HOW DOES IT WORK?

● Choosing your coach

You will choose your coach among those offered to you during an initial introductory session. It's the 'chemistry' meeting.

● Setting up the coaching contract

This is a session between you, your coach, and your direct manager.

On this occasion, you will decide jointly on: the objectives for the coaching and the indicators associated with each objective.

A tripartite coaching contract will be drafted further to this session.

● The coaching sessions

Sessions take place every 2 to 3 weeks.

They take place outside the organization at a venue to be decided upon by you and your coach, or over the phone if needed.

● The closure meeting

A tripartite post-coaching debriefing session takes place further to the coaching.

WHAT IS COACHING?

Coaching a person, a team, or an organization means accompanying the individual or group of individuals such that they find by themselves the answers to questions they ask or to problems they encounter.

The coach acts as a catalyst. They accompany the coached individual, without for that matter being an interventionist. They are distinguished in this respect from the consultant who offers advice and solutions. They also differ from the therapist, who is more focused on the study of causes.

INTERCULTURAL COACHING

Global coaching for global leaders



WHO IS IT FOR?

- › Multicultural or multidisciplinary teams
- › Individuals from different cultures, or those who interact with staff from different cultures
- › Leaders, managers, transversal leaders, change agents, talents working in a global and multicultural environment

FOR WHAT PURPOSE?

- › Pinpointing and understanding different codes
- › Understanding how conflicts arise
- › Drafting and implementing action plans to resolve the issues

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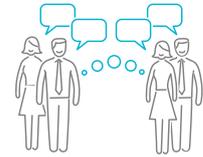
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ORGANISATIONAL COACHING

Transform your organisation, from culture to behaviors



FOR WHAT PURPOSE?

This coaching deals with steering leaders towards greater coherence and alignment with their missions and different components, for instance in the case of reorganisation projects, mergers, and transformational projects for organisational culture.

WHO IS IT FOR?

This practice implies being able to work on four levels:

- › accompanying leaders
- › transforming managerial teams
- › modifying organisational practices
- › measuring impacts on the financial and operational results

The practice can be complemented with a consulting mission for strategy and process.

HOW DOES IT WORK?

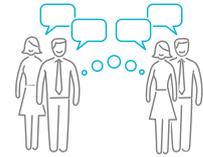
- **Build a diagnosis and scenarios** for intervention by integrating political dimensions and power struggles, ontological dimensions for groups, gregarious phenomena and resistance, organisational culture, globalization and so on
- **Elaborate** a coaching strategy and submit it to the client
- **Define** performance indicators carefully
- **Support** the collective performance through the choice of strategy, pertinent tools, and the means to mobilise internal and external resources
- **Enhance** organisational coaching with specific topics if necessary
- **Deploy** long-term action plans
- **Measure** the results

WHAT IS ORGANISATIONAL COACHING?

Organisational coaching plays a specific role in supporting change and allows organisations to find their own resources and solutions to the questions and issues they face.

TEAM BRIDGING

Connect and bridge the key entities and people in your organisation



WHO IS IT FOR?

Management teams, project teams, multi-disciplinary and multi-cultural teams.

FOR WHAT PURPOSE?

Bridging is especially effective:

- › in instances of mergers between entities
- › further to restructuring
- › to smooth interaction between teams in the same organisation
- › to resolve operational and/or cultural conflicts

HOW DOES IT WORK?

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WHAT IS TEAM BRIDGING?

Team bridging is a specific form of team coaching which aims to improve operative effectiveness in two or several teams which are to work together or merge. As its name implies, it is a matter of forging connections and facilitating flow between the entities.

It is a matter of developing the combined intelligence of interacting teams and if possible to help them reach the "resonance" level of performance in which operational effectiveness is at its height.

It differs from team coaching in its extra emphasis on ties, flow and inter-team processes. It can be rounded off with specific team coaching and/or individual coaching.

TEAM COACHING

Boost your team's performance



WHO IS IT FOR?

Team coaching is especially powerful in change management, for management teams, project teams, and multi-disciplinary or multi-cultural teams.

FOR WHAT PURPOSE?

It is first and foremost a matter of supporting a team over several months with the ultimate aim of:

- › helping them to optimise processes and methods for working as a team in order to share information, decisions and action
- › developing maturity by speeding up development
- › improving team performance over time by measuring progress made and results obtained

In this sense, team coaching differs greatly from team building and team development.

HOW DOES IT WORK?

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● The coaching sessions

Generally speaking, team coaching will take place over a period of time lasting 6 to 18 months.

Coaching sessions will typically be scheduled at a pace of two days every six to seven weeks, interspersed with occasional workshops.

● The closure meeting

A tripartite post-coaching debriefing session takes place further to the coaching.

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TEAM BUILDING

Improve efficiency and interpersonal relationships



WHO IS IT FOR?

Management teams, project teams, multi-disciplinary and multi-cultural teams.

FOR WHAT PURPOSE?

The common general purpose for having team buildings is to:

- › build team rapport
- › strengthen existing teams
- › build high performance teams
- › align project teams
- › develop interdependency in teams

HOW DOES IT WORK?

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● The closure meeting

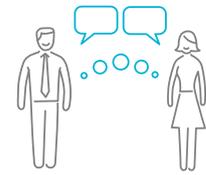
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WHAT IS TEAM BUILDING?

Team building is an ongoing process that helps a work group evolve into a cohesive unit. The team members not only share expectations for accomplishing group tasks, but also trust and support one another and respect one another's individual differences.

MEDIATION

Resolve disputes and regain efficiency



WHO IS IT FOR?

Any groups, teams or individuals facing conflict at work.

FOR WHAT PURPOSE?

Mediation is an intervention that consists of putting in place an efficient collaboration between two individuals, or between an individual and a situation, or between two situations.

It entails going much beyond “re-establishing dialogue” or “putting in place a winning strategy”. What characterizes this intervention, what makes it necessary, is the redundancy of the interactional sequences that generate pain.

Mediation is necessary in crisis situations. This type of assignment requires the smooth and tactful handling of emotions which often run high.

HOW DOES IT WORK?

● Choosing the approach to be implemented

Methods are discussed to select and define the most suitable approach.

● Setting up the mediation contract

On this occasion, you will decide jointly on: the objectives for the coaching and the indicators associated with each objective.

A tripartite coaching contract will be drafted further to this session.

● The sessions

- › Sessions take place between the mediator and the individuals involved in the conflict.
- › They take place preferably outside the organisation.

● Closing meeting

A tripartite post-mediation debriefing session takes place.

WHAT ABOUT THE MEDIATOR?

Before intervening, and during the intervention, the mediator must keep three questions in mind that serve as common themes and that ideally ensure their relevance over the course of the intervention:

1. What is the point of the apparent impossibility to collaborate? This supposes a systemic analysis.
2. How do they fail to collaborate efficiently? Here, the fact of situating oneself in paradoxical logic is inevitable.
3. How will they use me in order to fail to collaborate? This question forces the intervening individual to know how to simultaneously be actor and spectator of his or her relation with the protagonists.

COACHING SUPERVISION

A structured formal process for coaches to improve the quality of their coaching



WHO IS IT FOR?

For coaches, independent consultants and therapy professionals.

FOR WHAT PURPOSE?

As with most professions dealing with accompaniment, professional coaching implies the recourse to a supervision process.

It involves a process of growth, ethics, and professionalism in the coach, to serve the coachee.

HOW DOES IT WORK?

Supervision involves a permanent mechanism to which the coach resorts at sufficient, regular intervals, that is within the same framework of confidentiality.

The supervision can take place:

- › in the context of a dual relation with the supervisor (individual supervision)
- › and/or within a group with a supervisor (collective supervision or group supervision)
- › in French or in English

Supervision relies on a specific contractual approach: a supervisor does not have any other role vis-à-vis the coach, whether that of trainer (in coaching or otherwise), therapist, peer, colleague or associate.

CHOOSING YOUR SUPERVISOR

We believe that experience and seniority are not enough to become a good supervisor. Self-assessment is not deemed a satisfactory approach.

The EMCC has developed and continues to develop standards of quality for coaches and now also for coach supervisors, and for the training of coach supervisors.

A school having obtained the ESTQA (European Supervision Training Quality Award from the EMCC) has certified all our supervisors.

We are founding members of the PSF, the Professional Supervisors Federation.

WHAT IS SUPERVISION?

“The process by which a coach, with the help of a supervisor, can reach better understanding of both the client system and themselves as part of the client-coach system, and by so doing transform their work and develop their craft.”

Hawkins and Smith, 2006

MENTOR COACHING

Achieve ICF accreditation or continuously improve your coaching skills



WHO IS IT FOR?

Any coach wanting to achieve ICF accreditation.

FOR WHAT PURPOSE?

- › Complete clarity and confidence in the 11 ICF Core Competencies
- › Gain from your own learning and coaching, as well as gaining from the learnings and coaching of others
- › Improve coaching skills through learning from an experienced coach who has been trained in a variety of methodologies
- › Gain new tools to use in your coaching practice
- › Powerful relationships developed within the group
- › Group support on achieving your goals and overcoming your obstacles
- › Feel confident in your readiness for the ICF assessment process

HOW DOES IT WORK?

Each session will be a mixture of group facilitation, training/learning and coaching.

We focus on the 11 ICF Core competencies

We discuss the competencies and the minimum skill requirements for each credentialing level.

Generally sessions will include:

- › 1 coach practicing coaching, another being coached on something real for them
- › feedback against the competencies from all listeners and the mentor
- › discussion on key points highlighted
- › discussion on any client queries brought to the session from coaches
- › case studies and whatever is most useful for the group session by session

WHAT IS MENTOR COACHING?

“For the purpose of credentialing, mentor coaching means an applicant being coached on their coaching skills rather than coaching on practice building, life balance, or other topics unrelated to the development of an applicant’s coaching skills.

This requirement is intended to help applicants prepare for participation in the ICF Portfolio exam.”

ICF definition

COACHING FOR GIFTED ADULTS

Existential and philosophical support



Being gifted is above all a way of being intelligent, an atypical mode of intellectual functioning, and an activation of cognitive resources whose cerebral bases differ, and whose organisation displays unexpected peculiarities.

Being gifted involves very high level of intellectual resources, outstanding intelligence, huge capacities of comprehension, analysis, memorization and sensitivity, emotiveness, affective reception, perception of the five senses, clairvoyance whose magnitude and intensity take over the field of thinking.

Jeanne Siaud-Facchin

WHO IS IT FOR?

Gifted adults, High Potentials, Zebras, Talented adults.

WHAT KIND OF COACHING IS THAT?

- › A specific approach, one that is close to an existential and philosophical interaction
- › A specific style, combining emotional hypersensitivity, intense and above all benevolent cerebral activity
- › A coaching conversation based on shared experience, allowing the gifted coachee to be an agent in their own transformation

HOW DOES IT WORK?

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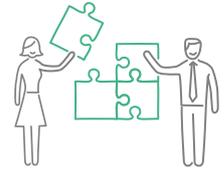
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TRANSFORMATIONAL LEADERSHIP

Customised leadership development to close leadership gaps



WHO IS IT FOR?

Leaders, managers, transversal leaders, change agents, talents.

FOR WHAT PURPOSE?

Most training programs have embraced at least one academic model.

This has been a drastic mistake. What is needed is an entirely new way of thinking about what it takes to help people boost their leadership.

Cultivating leadership and upgrading competencies requires an understanding of the fundamentals of behavioural change.

OUR OFFERS

MANAGEMENT DEVELOPMENT

Delivering continuous business improvement through exceptional management

LEADERSHIP DEVELOPMENT

Delivering continuous business improvement, through leadership development

EXECUTIVE LEADERSHIP

Delivering continuous business improvement, by building trust and engagement, through exceptional leadership

LEADING CHANGE

Make change happen and embed transformational change

PROGRAM PEDAGOGY

- › Seminars, joint development sessions, workshops, and coaching to develop the participants in depth
- › Tools of personal and team profiles and 360° feedback that offer self-knowledge and that allow a learning process to be sparked

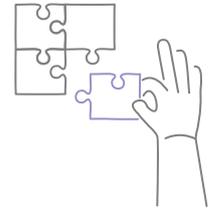
PROCESS & PROGRAM DESIGN

- **Leadership program design** and content analysis
- **Leadership program audit**
- **Linking** leadership development programs to business results by developing metrics and designing measurement programmes and dashboards
- **Steering** of small or large-scale deployments in project mode

›

- › Network of leaders, coaches, philosophers, sociologists, comedians, and researchers to intervene by bringing in testimonies, studies, feedback, and detours that open the participants' minds

LEARNING & DEVELOPMENT PROJECT MANAGEMENT CONSULTING



Manage your L&D projects efficiently

WHO IS IT FOR?

L&D teams, internal coaches and HR teams.

PROJECT MANAGEMENT CONSULTING

- › Internal project management
- › Global coordination
- › Design and management of development programs
- › Selection and management of suppliers
- › Tender Management

PROJECT MANAGEMENT FOR DEVELOPMENT PROGRAMS

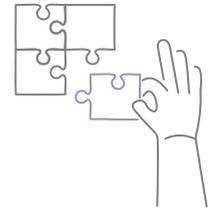
We accompany HR teams and L&D teams to conceive, design and implement seminars for large and small-scale development, in France and all over the world.

We can intervene at all steps of the process. We can also handle the steering of the whole process in project mode.

HOW DOES IT WORK?

- **Constructing** a tender and specifications, to build the action plan
- **Elaborating** the program and the seminar from the beginning until the evaluation
- **Formalizing** pedagogical objectives
- **Building** pedagogical strategies that are coherent with the objectives
- **Selecting** the organisational modalities of the learning process
- **Identifying** and selecting different stakeholders in the design, execution and evaluation stages
- **Setting up** follow-up and evaluation

LEARNING & DEVELOPMENT STRATEGIC CONSULTING



Succeed in building and delivering your learning strategy

WHO IS IT FOR?

L&D teams, internal coaches, HR teams.

FOR WHAT PURPOSE?

Leading L&D organisations are transforming from a focus on developing and delivering learning events to a dynamic and business-aligned focus on enabling continuous learning.

Our consulting practice helps organisations succeed in this demanding environment.

HOW DOES IT WORK?

Our missions begin with an examination of the objective to be reached, and end most often with a contribution to the setting up of a strategy that largely exceeds an ordinary recommendation.

STRATEGY CONSULTING

- › Organisation and governance design for flexible, business-aligned learning organisations
- › Strategy and roadmap development to tie program, organisation, and technology efforts together to deliver measurable business results
- › Staffing design, responsibility, and spending models for effective operation

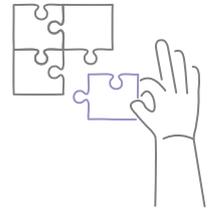
PROCESS & PROGRAM DESIGN

- › Alignment and integration of development programs with talent, leadership, and core HR processes to improve retention, performance, and engagement
- › Content development and delivery approaches leveraging tools & technology in an effective program aligned with company culture and capability
- › Re-skilling L&D professionals to understand new models of learning, leadership, talent mobility, and drive a high-performance model for L&D business partners
- › Design for flexible, business aligned learning organisations

MEASUREMENT

- › Measurement program design, metrics development, dashboard design for development, HR, and business audiences
- › Measurement program audit and analysis

SELECTING VENDORS & COACHES



Select and reference the right coaches and partners

WHO IS IT FOR?

L&D teams, internal coaches, HR teams.

VENDOR SELECTION

- › Selection and evaluation of vendors
- › Outsourcing strategy
- › Technology selection and implementation planning
- › Process mapping

COACHES SELECTION

- **Defining** the rating criteria
- **Finding** coaches, all over the world
- **Meeting** them and making an initial selection
- **Choosing** the most suitable coaches for your programmes
- **Training** them, if need be, on the devices to be employed
- **Evaluating**
- **Carrying out** the follow-up of their path on a long-term basis
- **Supervision**

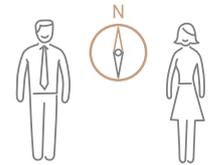
WHAT DO EXECUTIVES WANT WHEN THEY HIRE COACHES?

- › Ability to build rapport, trust and comfort
- › Experience in coaching people at your level and above
- › An advanced degree in coaching, and a minimum number of hours of practice
- › Experience dealing with specific leadership challenges
- › A clearly defined, yet flexible, coaching approach that achieves results
- › Business experience (level of executives, hours, locations, etc.)
- › An understanding of business principles and organizational dynamics
- › Referrals and testimonials from past clients and/or colleagues in the coaching field

Sources: WBECS survey, April 2015 and ICF

STRATEGIC CONSULTING

Focusing on behaviors to deliver tangible results



OUR APPROACH

We intervene in addition to classic missions of strategy consulting by focalizing our know-how and our interventions on behaviors and attitudes.

We believe that this specificity demands a particular set of skills and in particular a very strong connection to the strategic, operational, and organisational reality of our clients.

OUR STYLE

We are known for our capacity to integrate these complex behavioral issues.

This necessitates from our point of view as much skill, method, and thoroughness, as the capacity to observe, curiosity, and boldness.

OUR MODALITIES

Our missions begin with a questioning of the objective to be reached, and end most often with a contribution to the setting up of a strategy that largely exceeds an ordinary recommendation.

Here are examples of complex issues on which we intervene:

- › anticipating markets experiencing big changes over the long term
- › coping with competition
- › putting an innovative product on the market
- › business strategy and growth strategy
- › technological strategy and the management of innovation
- › leadership, human resources and expertise
- › digital strategy

Principal sectors: telecommunication, new technologies, banking and luxury.

We work at a fixed price or on a contractual basis all over the world.

Oxygen coaching

Wherever you need us



They have placed their trust in us

Cyril	Yagandhar	Xinrong	Sophie	Eddy	Christophe
Caroline	Mathieu	Anne	Roberto	Edouard	Sophie
Nicolas	Pauline	Caroline	Alexandre	Marion	Dominique
Kazuyuki	Philipe	Sophie	Marie	Marc-Antoine	Erwan
Aline	Xavier	Philippe	Marie	Mathieu	Thomas
Adeline	Paul-Louis	Jean-Luc	Damien	Adeline	Pierre
Bakhtiyor	Frederic	Christophe	Audrey	Marie-Lise	Pascale
Irfan	Guillaume	Carl	Isabelle	Marie-Françoise	Yves
Elisabeth	David	Catherine	Leila	Anne	Pascal
Manoj	Dario	Anne-Claude	Christine	Philippe	Charles-Henri
Kabir	Séverine	Christophe	Stephane	Jean-François	Marie
Bjaran	Dominique	Jonathan	Jody	Marie-Annick	... and all the others.
Priya	Mika	Marine	Jean-Michel	Maya	

"In the beginning is the relationship." **Gaston Bachelard**

We have our own style

We believe that it is possible to reconcile respect for people and performance.

We believe that it is possible to reconcile respect for people and efficiency.

Coaching is the core of our business.

Our mission is to develop the performance of your leaders and teams, all over the world.

We are renowned for our capacity to deploy complex programs on a large scale.

Our clients appreciate our professionalism, our high expectations, our ethics, our international dimension, and our result-oriented focus.

Our clients' interest outweighs ours, which does not mean we say yes to everything our clients ask of us. We are demanding with ourselves and with our clients.

We act in a professional manner.

We respect organizational and local cultures, as long as this does not compromise our integrity.

We build virtuous solutions for our clients' budgets.

We work as a team, both internally and with our clients.

We model interdependence.

We believe that the impact of our work must be tangibly measurable.

We carefully monitor the results obtained after each intervention.

We not only measure the quality of the results obtained for people, but also the measurable benefits for the organization.

We believe that the development of the person and of positive collective dynamics are fundamentally correlated to the experience of the relationship, and assume the taking into account of others.

As such, our approach is above all systemic.

We adhere to and respect the ethical and deontological codes of our profession.

We are devoted to the professionalization of our trade.

We are free, independent, and passionate.

We express our point of view, whatever it may be.

We have the courage to dare to design interventions that are out of the ordinary.

I had the possibility to meet Céline in one of my development projects and she was able to make it the most memorable!

She has a remarkably mental speed able to challenge me in order to find an alternative point of view both on my personal and professional life.

As a result she was able to unearth unexpressed or dormant potentialities to give me more powerful tools to sustain my development.

Walter Bolognino - LVMH



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