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Sustainable Performance & Organisational Resilience

*Your people are your most valuable asset.
I help you protect, strengthen, and turn them
into a driver of sustainable performance.*



A congruent system = a performing company

Every checked-out employee costs you €14,840 annually.

The question is: why do they leave?

€14,840

Annual cost per disengaged employee

+32 %

Increase in costs over the last 3 years

€1,5 M

Annual loss for a company of 100 employees.

Disengagement doesn't happen overnight. It builds up day by day, fueled by slowing processes, crumbling inter-departmental communication, and management that focuses on control rather than support. Employees aren't simply "lacking motivation", they are lost in a system that has lost its way.

When they finally leave, the bill explodes: replacing an employee costs between 6 to 9 months of their gross salary. For a manager earning €50,000, that's €25,000 to €37,500 gone before you even count the invisible costs: disruption, loss of institutional memory, and the domino effect on team morale.

The Good News: These costs are preventable. A frictionless system, lateral and supportive management, and employees who feel heard and involved, this is the result of concrete work on the human mechanics of your organization.

Sources : IBET 2024 (Mozart Consulting / Apicil), WTW 2025, Gallup, Courrier Cadres 2026

THE URGENCY: BURNOUT AS AN ORGANIZATIONAL SIGNAL

Over 150 Million employees globally experience burnout symptoms annually.

This isn't a personal failing, it's a systemic warning..

66%

of employees worldwide experience burnout (Gallup 2025)

25+ Days

average sick leave per stress-related case (OECD 2025).

1 in 2

employees in SMEs report significant distress (Deloitte & EU-OSHA).

Behind almost every burnout case lies the same mechanism: unclear processes creating overload, top-down communication stifling early warnings, and leadership confusing pressure with performance. Employees hold on until they simply can't anymore.

Crucially, more than half of affected employees conceal their struggle due to stigma or fear of career impact. This means that by the time you see the problem, it is already deeply rooted.

Protecting your teams isn't about offering a yoga session. It's about having the courage to face the system, smooth out the friction points, train your leaders, and support those who are wavering.

Sources : Gallup, OECD, Deloitte Global, Eagle Hill Consulting

Three Levers, One Goal:

An organization that works for the people who make it up.

ASSESS THE SYSTEM

Human Process Audit

Is your organization slowing down growth or generating unnecessary wear and tear? I come to observe, listen, and deliver a clear diagnosis with concrete solutions. We examine inter-departmental communication, decision flows, and daily irritants—everything the organizational chart doesn't show.

DURATION	2–3 days on-site
DELIVERY	Written report + Executive Board (C-Suite) debrief
INVESTMENT	€1,500 – €2,500 (Full mission)

STRENGTHEN TEAMS

Bespoke Training & Development

Covering NVC, conflict resolution, psychosocial risk prevention, and interpersonal dynamics. Every training module is built on a prior diagnosis of your specific on-the-ground reality, always bespoke, always context-aware. The Goal: To cultivate managers who support rather than control, and teams that communicate openly rather than compensating for broken processes.

DURATION	1–2 days on-site
AUDIENCE	Managers, Executive Boards (C-Suite), and operational teams
INVESTMENT	1€1,000 – €1,500 / day · Includes a complimentary 2-hour HR diagnostic audit

SUSTAIN PEOPLE

Individual & Collective Support

Slumping motivation, dropping productivity, struggling employees, invisible tensions. These issues cannot be solved with a simple email or an annual review. I intervene directly with your staff, individually or in small groups, to unblock obstacles and reactivate what works.

INDIVIDUAL SESSIONS

Confidential meetings to clarify goals, remove blockers, and restore the capacity to act. We use strategic coaching and, where necessary, deep-work techniques.

GROUP WORKSHOPS

Communication workshops, facilitated group circles, and cohesion sessions designed to rebuild trust and get the team moving forward again with the right set of mind.

INDIVIDUEL	€70 / session (60 min) · 5-session package: €320 EUR
GROUP	Custom quote based on duration and group size
DELIVERY	On-site, Remote, or Hybrid · Bilingual (FR/EN)

THE PROCESS

A Clear Path: From First Contact to Lasting Impact

1

First contact

A complimentary 30-minute conversation to understand your situation and needs.

2

Field Diagnosis

Full immersion: observing workflows, listening to your teams, and grasping the on-the-ground reality.

3

Tailored Proposal

An action plan adapted specifically to your operational reality and budget

4

Implementation

Deployment of training, assessment, or coaching (individual or group) as defined

5

Follow-up & Anchoring

Written debrief, final review, and strategic adjustments to ensure lasting change.

DELIVERING YOUR AUDIT REPORT

What You Actually Receive

1. **Context & Objectives:** Integrating mission scope and goals.
2. **Methodology:** Observations, interviews, and analysis framework.
3. **Diagnosis:** Identified pain points and root causes.
4. **Actionable Steps:** Prioritized and ready to implement.
5. **A Prestine Plan:** With a clear timeline and realistic goals.
6. **Appendices:** Key anonymized quotes, workflow diagrams, and supporting data)

+ *In-Person Presentation to the Executive Board (C-Suite)*

Every audit mission concludes with a structured report, written in clear, operational language. No consultant jargon, no vague generalities. Just precise observations, concrete prioritized recommendations, and a realistic action plan.

The in-person debrief allows us to answer your questions directly and align on priorities with your leadership team

WHAT THIS IS NOT

It is not decorative "well-being."

It is not a consultant leaving with a PowerPoint and no follow-up.

It is not managerial theory plastered over your reality.

It is hands-on work, rooted in your specific context, delivering tangible results and real, sustained support.

Let's talk about it.

A sincere conversation to explore what's possible for your organization.

CONTACT ME NOW