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*FREDERIC DESBROSSES*

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With 20+ years of learning experience in diverse geographies and multi-cultural teams, I have evolved into an acknowledged international business professional with a reputation for people leadership and great achievements within competitive and VUCA (volatility, uncertainty, complexity & ambiguity) markets. I have built specific expertise in the development and direction of strategies to deliver profitable growth, leading transformational projects and bringing together diverse and engaged teams.

I am passionate about people and change management in unprecedented and turbulent time. When societies, markets and technologies are evolving rapidly, and sometimes unexpectedly, leadership plays a critical role to set high standards for performance and values. I came to realize through my career and research that the fundamental leadership challenge of our time is to shift from Ego-awareness (self) to Eco-awareness (system). I am committed to lead this change towards mutual leadership and I am driven by my personal purpose to continuously adapt to fast-changing surroundings, to frame and implement change in organizations and support others through effective coaching to foster sustainable performance and mutual value creation.