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Jacques ARNOL-STEPHAN

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married, one child

born in BREST (Brittany-France) on the 31/10/55

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Education and professional trainings

Graduate from ENST Paris 1977,
one of the most prestigious French technical schools,
specialized in information technology

Graduate as Master Practitioner in NLP 1997

French native
English fluent
German
Breton

Exercise of operational responsibilities

- 1977-1983 – Software Engineer at Thales
- 1983-1986 – Member of a Minister’s cabinet, at the French Ministry of Environment, in charge of the New Information and Communication Technologies development and implementation within the administration of this department
- 1986-1995 – Engineer at SYSECA, software and computing services company, specialised subsidiary of Thales:
 - ↳ as team leader and account manager in the sector of information technology service (07/86 to 01/90): head of several IT projects, for Defence and Aerospace industry
 - ↳ as CTO of the Defence & Aerospace division (01/90 to 12/92): in charge of the Advanced Studies (AI, Object Oriented Programming), internal training and project development methodologies. Speaker during international conferences in US, Ireland, Spain, Greece...
 - ↳ as Director of South West Regional entity and TIA department [a business unit with 320 employees, 170 M.F. of sales revenues](01/93 to 09/95): in charge of the merger of three entities and the evolution of the market positioning; development of a common managerial culture; pilot of ISO 9001 certification.

Then as...

Senior consultant
and partner at
CORUM Évolution

*Methods and communication
for managers*

1995 - 2005

Co-creator
and Director at
J2-RELIANCE

*Management - Strategy -
History*

From Feb. 2005

Executive coaching [list of references confidential] for more than 10 years

Team coaching and complex projects, often in cross-cultural contexts

- Coaching the strategic thinking of managers, executive board, or project team at: Arkéa, ATLANTIS SYSTEM PACK, Dourmap, GAEC Ti Gwer, Groupe Cadiou, Joncoux, Marin SA, Nicot Entreprises, Publigraphic, SILL, Groupe NICOT, Ubister, ...
- Coaching the implementation of new organisations or working methods and associated trainings: SRTP-La Poste, Thalès Avionics, Conseil Général du Finistère, Sagemcom, Keolis-Bibus, S2P, TE2M, UBO ...
- Piloting the e-training study part of the project “Vietnam-filière Porc” for Benefiq Asia.

Training activity

- **Design, creation and realization of training sessions about management, leadership, communication, personal and collective efficiency methods. Some examples:**
 - ↳ Reinforcing relational skills
 - ↳ Managing conflict situations
 - ↳ Exercising a position of authority
 - ↳ Project risk analysis
 - ↳ Project management
 - ↳ Decision-making process
- **Some references:**
 - ↳ CJD Bretagne (a national association of SME directors, whose requirements are very high)
 - ↳ Specific trainings for business creators at l'Institut de Locarn (economic think-tank)
 - ↳ International training sessions for Sagemcom [Shenzhen, Tunis, Manaus], STEELCASE [Casablanca], Johnson Controls [Tunis], FERRANTI-SYSECA Ltd [Manchester], ASTRIUM [UK]
 - ↳ Academic: IAE (Business school) - UBO (University of Brest)
 - ↳ And also: ALCATEL SPACE INDUSTRIES, ATO, Joncoux, YPREMA, Bodadou ...

Volunteer

- **Institut de Locarn – Cultures et stratégies internationales - International cultures and strategies**
 - ↳ In charge of the teaching activities committee, and member of the prospective committee (from 2000)

Institut de Locarn is an economic think-tank, devolved to the development of Brittany, in a humanist perspective.
- **Réseau Entreprendre Bretagne**
 - ↳ Administrator and Referent for the coaching of new business creators, from 2010.

Réseau Entreprendre Bretagne is an association of business owners and directors, who give a voluntary support to creators of companies bound to become SME in the short term.
- **Produit en Bretagne**
 - ↳ Member of the Commission “Sustainable Development” from 2012

Produit en Bretagne is a business leaders association committed to develop the Breton economic ecosystem and to enhance employment.

Publication

“Entreprendre dans un monde en mutation” (Create and lead businesses in a changing world), published by L'Harmattan – Paris – 2011