

Henri J. BIEZIN

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Website www.hjbconseil.com

Bilingual French-English

Experience in management training and team leadership
Leadership, facilitation, empowering, coaching
Head office and operational organizations
American, Asian and European companies
Consultant, business seminar designing

Professional skills and competencies

Since 20 years, designing and facilitating seminars:

- creating appropriate pre-requisites for change management
- multicultural management & conflict reduction management
- innovation, problem solving and creativity seminars
- management coaching, public speaking coaching

“La Cooptation des Modes Opératoires” © specific (owned) methodology

And 20 years of experience in creating organizations, in team empowering, in quality development, while directing software development and MIS organizations (multi-culture, multi-nationality) in France, Europe and USA, within international companies (French, European, German, American)

Facilitating, training, management

Seminars “facilitation”: management, multicultural management (community “norming”), team building, the 6 thinking hats (Ed de Bono), advanced creativity, etc.

Seminars designing, engineering, and facilitating, including train trainers seminars

Creating highly performing and highly motivated teams with the development of management tools and methods grounded on strong consensus system

Installing long term development and training programs for staff in cooperation with
Human Resource Management

Management

National, European, American experience

Creating and directing all types of organization, direct, functional, (multi-country, multi-culture, centralized, decentralized)

Developing and achieving multi-country plans, budgets up to 50 M\$

Creating and developing high performance organizations (vision, people, strategies, methods, reporting)

Career summary : jobs and responsibilities

<u>HJB Conseil, direct business or partnership with MGA, FPC, ,...</u> <i>Facilitating seminars for large corporations, consulting & coaching</i> <i>Development of seminars : reducing stress management, multi-cultural management, creativity seminars, creating appropriate conditions for changes management...</i> <i>Partnership with MGA Consulting, , France Pacific Consultant, NeurAssociés, Alcom...</i>	since2000
"Free-lance" <i>Developing and Facilitating management seminars for large corporations</i> <i>Development of seminars</i>	1996-1999
<u>INSPIR (training and consulting)</u> <i>Facilitating seminars for large corporation and Human Resources consulting</i>	1994-1996
<u>Sabbatical Year Facilitator training in USA</u> <i>University of Santa Barbara, Los Angeles, ITS training seminars, Los Angeles</i> <i>Facilitation and coaching techniques, Seminars co-facilitation (Human factors Inc)</i>	1993-1994
<u>Nixdorf France</u> <i>Computer and integrated solutions sales, 1200 people, turn-over1350 MFF</i> France Software Director, Member of the Executive Committee Responsible for customer application software Direct and indirect leadership of 120 persons and external budget of 50MF	1988-1992
<u>Apple Europe</u> <i>Micro computer distribution, in Europe 1000 people and turn-over \$450 M</i> European MIS Director Leadership of an organization of 70 persons and a budget of \$10M	1986-1988
<u>Data General</u> European Head Office and in the USA <i>Mini computer manufacturer, 12 000 persons, turn-over \$1000M</i> Boston (USA) Software Development Director <i>Post-sales Division (\$400M)</i> (1985-1986) Development a new generation of worldwide business applications <i>Lead a team of 70 persons</i> (Paris European Hq) European MIS Director (1983-1985) <i>Lead a team of 40 persons and a budget of \$6M</i> European Applications Development Manager (1978-1983) <i>Lead a team of 15 persons</i>	1978-1986
Honeywell-Bull Project manager in the MIS organization System engineer (medium systems international support)	1973-1978
ACDS Informatique Analyst and project manager	1972-1973
MTI Programmer-analyst	1971-1972
PRODEF (Groupe Solitaire, Lion Noir, PPZ) Programmer	1970-1971
<u>Personnal information</u> Born march 26th, 1947 in Paris (France), French nationality	
Business EDP Master (Paris IX Dauphine 1977) (while I was employed by Honeywell-Bull)	

Major managerial training and seminars:

Advanced Strategic Management (1985 Zurich),
Executive Team Development (1986 San Francisco),
Université Qualité Philip Crosby (1989, Trainer),
Advanced Leadership (ITS Training 1992)
Advanced Communication Techniques (1993-1994 Los Angeles, ITS Training Seminar)
(NLP with J Grinder, Accelerated Learning, Personal Productivity, Facilitation,...)
Human Factors (1994, San Rafael USA) (facilitating, coaching and team building
facilitating)
Creativity - E. de Bono, 1998, H. Jaoui, 1999, NLP Practician with John Grinder
1999/2005
Personal Efficiency (Russell Bishop - LA 1993 et David Allen - London 2006), Thiagi 2009,

Teaching Change Management Seminars

MBA Tongji University (Shanghai - République Populaire de Chine) (2001/2003/2004)
MBA International ESSEC de Paris (2004) - MBA de l'INA Paris (2003)
Mastères de l'ENSAM (2004/2005/2006), MBA for ISM, ISEG (2005), Weller (2006),...