



François Kaisin

Coach PCC, Consultant, Professional Trainer

60 rue Sauffroy, 75017 Paris, France
7 rue du Bel-Air, 89200 Avallon, France
+33 6 15 04 02 40

francois@francoiskaisin.com



François Kaisin - François is Belgian and Argentinean. He lives in France, he's married and has 6 children. He is a Business Coach, Mentor and Trainer. Soon after he graduated from the University of Buenos Aires, he began his professional career as a researcher and consultant on some Patagonian hydroelectric dams, obtaining his PhD under the tutelage of the Southern University of Illinois. In France, he led water and sanitation engineering projects for the Suez group, which later entrusted him with the water quality and environmental management at the beginning of the concession of the Buenos Aires City water company.

After 5 years, François took over the Environment, Health and Safety Management at the Parisian headquarters of the Suez group for another 5 years. Then, he continued to perform these functions for the Alcan-Novelis groups in Europe, based in Zurich and then in Luxembourg as Human Resources Director and internal coach in a business unit with metallurgical plants in 4 countries. With an experience of more than 3000 hours of coaching and training in 20 European and American countries, he graduated as a Certified Professional Coach PCC by the International Coach Federation (ICF), a Canadian institution where he is a professor, mentor and lecturer since 2014.

François accompanies with energy and passion executives, managers and teams in achieving their organizational and business objectives, change management, as well as staff development and safety in water utilities Coraasan (Dominican Republic), Vik (Croatia), Lyonnaise-des Eaux and Véolia (France). In other areas, he also accompanied companies such as Alcan-Novelis, Merck in Mexico, Spain and Uruguay, IPSA, Volvo Construction, SEB, Eiffage, Grant Thornton, Russell Bedford, Royal Canin, Clextal, Crossject, Wes Chile, Sofies, among others. Their missions became very intensive; for example in Mexico, in the industrial field, missions of 4 months extended for over 1 year and a half.

As an expert in organizational transformation and project team management, François is a lecturer, professor and thesis tutor at the Business Schools of the Universities of Nice and Prague to Master's students of 15 different nationalities.

Since the beginning of the global crisis due to COVID-19, in March 2020, François launched his "Coaching for All©" programme, a series of weekly free virtual group coaching sessions in three different languages.

Music is one of his passions and he currently presides the Avallon Philharmonic Orchestra. He has organized and produced 18 concerts of jazz, pop, tango and French music, with free admission, beneath of the medieval walls of Avallon in his garden "Terrasses du Bel-Air". He also accompanies and represents a young tango pianist who was elected world champion in 2017.

Paris office address: 60 rue Sauffroy 75017 Paris - France
Avallon office address: 7 rue du Bel Air 89200 Avallon - France
Cell phone: +33 6 15 04 02 40
E-Mail: francois@francoiskaisin.com

Education

2020 – Coach evaluator - International Coach Federation
2011 – 2012 - Professional Certified Coach (PCC) at Coaching de Gestion – Human Development Institute Management Accredited ICF school - Montreal, Canada)
1984 – 1989 - PhD Biology (Thesis on Water Ecology) - Large reservoirs) at the Southern Illinois University & Buenos Aires University
1976 – 1980 - MCS in Biology at Buenos Aires University
1969 – 1975 - French & Argentine Baccalaureates – French---Argentine School at Buenos Aires (French Academy at Poitiers, France)

Others:

2009 - People Soft HR administrator at Aditya Birla Group (Owner of Novelis)
2006 - Internal Consultant in Behavior Based Safety (BAPP®), BBS Technology at Behavior Science Technology (BST)
2005 - Novelis Europe Certified EHS Internal Auditor at Novelis Europe (co-owner of the new EHS audit process)
2004 - Leadership & Management Alcan Inc (Montreal)
2004 - Greenbelt, Continuous Improvement - Lean Six Sigma at Alcan Rolled Products Europe (Germany)
1990 – 2005 – Trainings in Finance; Sustainable Development; Negotiation; Public speaking; Communication; Wastewater Treatment

Professional Expertise:

- Leadership and management development, helping executives, managers and their teams to change mindsets, develop their full potential and achieve their most ambitious business, EHS and HR goals.
- Accompanying companies in their organization and development, to become more efficient and to manage their cultural changes like behavior based safety, resource savings, or conflict management.
- Water, Environment & Sustainability

Membership in Professional Associations

International Coach Federation - Global & France (past President - SW Region) Morena Coaching International network (Founder- 20 countries, 4 continents)

Other Trainings (as a trainer - coach)*

2016-19: Behavior Safety at 4 Merck Pharma & Biotech industrial plants
2012-13: Organization of tomorrow, Leadership, Conflict Management and Safety at Latin American Commerce Chambers and private companies
2010: Company Values – Novelis Europe
2004-10: Environment Health & Safety at Alcan & Novelis Europe, including BBS (Behavior Based Safety)
2003-4: Managed the Discovery Program (Business Induction to new Managers at Suez, including Sustainable Development)

*Inc. developing trainings, partnership projects between companies & universities, conferences, papers & speeches for CEOs on EHS, HR & Sustainable Development

Countries of Work Experience

Projects & coaching in Argentina, Belgium, Brazil, Burundi, Canada, China, Chile, Colombia, Croatia, Dominican Republic, Ecuador, France, Germany, Indonesia, India, Italy, Kenya, Luxembourg, Nicaragua, Uganda, Peru, Spain, Switzerland, UK, USA (incl Puerto Rico), Venezuela

Languages

	Speaking	Reading	Writing
English	Good	Good	Good
French	Excellent	Excellent	Excellent
Spanish	Excellent	Excellent	Excellent

Employment Record

From 2011 Employer Position Held	To present CEO Morena Coaching International (France) Professional Certified Coach, Mentor, Consultant & Trainer
From 2017 Employer Position Held	To present University of Nice (France) – Graduate School of Management Professor of Team Project Management (in English)
From 2014 Employer Position Held	To present Coaching de Gestion School (Canada) Leader coach, Coach Mentor, and Keynote Speaker
From 2014 Employer Position Held	To 2015 ICF France – Aquitaine – South West President
From 2009 Employer Position Held	To 2011 Novelis Europe, Switzerland (based in Luxembourg) Senior internal Coach, Trainer & Consultant

From 2006 Employer Position held	To 2009 Novelis Foil & Technical Products, (based in Luxembourg) Director EHS & Human Resources
From 2004 Employer Position held	To 2006 Alcan/Novelis Europe Rolled Products (based in Zürich, Switzerland) Director EHS
From 2000 Employer Position held	To 2004 Suez Group (Construction, Energy, Water & Waste (based in Paris) EHSQ Global Director
From 1999 Employer Position held	To 2000 Suez Group (based in Paris) Environment Manager
From 1994 Employer Position held	To 1998 Aguas Argentinas (subsidiary of Suez Group, based in Buenos Aires) Water Quality & Environment Manager
From 1993 Employer Position held	To 1994 Safège & Montgomery Watson (Engineering & Environmental consulting based in Buenos Aires) Project Manager
From 1990 Employer Position held	To 1993 Saunier Eau et Environnement (Safège Group, Engineering & Environmental consulting based in Rennes, France) Project Engineer
From 1988 Employer Position held	To 1990 Co-founder of Ecolsa SA (Eng. & Environt consulting)(based in Buenos Aires) Co-founder, Manager
From 1981 Employer Position held	To 1988 Hidronor SA & Conicet (Argentinian National Science Foundation)(Buenos Aires) Research Manager

Undertaken work that best illustrates the abilities to lead projects:

Name of Assignment or Project: Change Management Projects

Year: January 2011/ to present

Location: mostly in Europe & Latin America

Client: – Various from different locations (about one hundred customers, more than 2500 registered coaching hours.)

Main Project Features: Accompaniment of public & private organizations (e.g. Merck, Eiffage, Clextal, Volvo, Grant Thornton, etc.) executive, managers and their teams to develop their full potential, in order to manage changes and achieve their most ambitious business/personal goals more efficiently. In water, accompaniment of Vik at Split, Croatia, and currently Public Water & Wastewater Company Coach for the Interamerican Development Bank (IDB) at San Cristobal city (and Santiago in 2016-17), Dominican Republic

Position Held: Professional coach, mentor, consultant & trainer

Activities Performed:

- Towards a sustainable operational efficiency through advice and coaching
- Bringing companies to a new Health & Safety Culture with Behavior Based Safety
- Strengthening leadership skills through customized training workshops followed by collective coaching (e.g. coaching attitude, conflict management or professional & personal life balance)

Results: More than 2800 hours of coaching 20% large companies, 70% SMEs, 10% individuals, such as Alcan-Novelis, Merck, IPSA, Volvo, Eiffage, Grant Thornton, Russell Bedford, Royal Canin, Clextal, Crossject, Wes Chile, Sofies, among others. Design and application of the model of accompaniment to the change Trust, Go & Touch (consultancy, training and coaching), for example for the following companies highly satisfied of this type of services:

VIK, a water company in Split, Croatia, 400,000 inhab. FASEP 2011-12 cooperation project; 12 months accompanying the preliminary engineering and follow-up studies team, the president, the management team and their respective teams, including trade union representatives, in change management to strengthen the sustainability of the company (60% physical and commercial losses of potable water). 18 effective work weeks.

CORAASAN, water company of Santiago de los Caballeros-Dominican Republic: 1 million inhabitants. 2500 employees. IDB Project 2016-17; 14 months accompanying the management team and the top 100 with their respective teams in change management to strengthen the sustainability of the company (75% of physical and commercial losses of potable water). Feasibility study of underground resources for feeding 20,000 inhabitants in the northwest of the city. 19 effective work weeks.

INAPA water company of San Cristóbal-Dominican Republic: 600 thousands inhabitants. 350 employees. 3 year contract with Société des Eaux de Marseille (consortium associate & partner of public authorities) for coaching, training & facilitating agreements and work procedures between INAPA SC and INAPA Central.

MERCK Mexico, a pharmaceutical company (440 employees); 15 weeks between 2017 and 2019 to strengthen the EHS culture, in charge of the vacant management and accompanying the new manager and his team, as well as training all personnel in behavioral safety. Idem for MERCK Madrid Tres Cantos Biotech plant.

Numerous workshops and outdoors with accompaniment on Change Management, Project Teams, Leadership, the Company of Tomorrow, Conflict Management and Behavioral Safety Red Morena Coaching International active.

Name of Assignment or Project: Project Team Management Training and Thesis advisor

Year : December 2017 to present

Location : France

Client: – Students 2nd year Master

Main Project Features: Training, Mentoring and Supervision of Students

Position Held: Professor

Activities Performed: Training in English 35-40 students/yr (12-15 nationalities, 4 continents) and accompaniment of fellowships at companies for their research and Master thesis

Results: A large majority of students achieve their diploma

Name of Assignment or Project: Mentoring coaches (Registered by the International Coach Federation)

Year : January 2015 to present

Location : Canada and France

Client: – Professional Coaches

Main Project Features: Training, Mentoring and Supervision of Coaches.

Position Held: Professional coach, mentor, consultant & trainer

Activities Performed: Accompaniment of coaches for developing their 11 competencies requested by ICF and getting their ACC & PCC accreditation

Results: A large majority of graduates achieve their International Coach Federation (ICF) certification

Name of Assignment or Project: Leading Professional Coaches (International Coach Federation SW Region, France)

Year : January 2014 to December 2015

Location : Bordeaux, France

Client: – Professional Coaches

Main Project Features: Learning by sharing, promoting certification Training, Mentoring and Supervision of Coaches.

Position Held: President

Activities Performed: Accompaniment of coaches for getting their ICF accreditation

Results: Significant progress in terms of cohesion and synergies between coaches, compared to a conflictive situation prior to François' membership.

Name of Assignment or Project: Consulting and training services on Environment and Occupational Health & Safety

Year : October 2009/December 2010

Location : in several European plants (Aluminium Rolled Products).

Client: Novelis Europe (internal coaching)

Main Project Features: Focused exclusively on internal coaching of 46 Managers. Consulting & Training on Environment and Occupational Health & Safety (certified expert on Behavior Based Safety technology) to Corporate and at several European plants

Position Held: Senior Specialist on NRW and Customer Management

Activities Performed: internal coaching of 50 Managers.

Results: 650 hours of coaching, mostly executives and managers including workers and a union leader. More cohesion and decompartmentalization among plants belonging the BU.

Name of Assignment or Project: Improvement of HR, Environmental Health and Safety Management

Year : October 2006/October 2009

Location : Luxembourg, UK, Germany and France

Client: Novelis Foil & Technical Products

Main Project Features: Succession & development Plans. Significant EHS improvements in the Novelis

worst Safety performance sites. Training and facilitating BBS (Behavior Based Safety) implementation and

Audit/Sustainability reviews across plants in 4 countries. Several high risk gaps closed. Recordable and lost time injury case rates reduced by 82 and 88% respectively since 2003

Position Held: Director EHS & Human Resources at Novelis Foil & Technical Products

Activities Performed: Equivalent EHS function to the previous job (see below), reporting to Business Unit President, focused on BU Aluminum Foil Novelis Plants at Luxembourg, UK, Germany and France but half time allocated to HR (2000 employees) and in regular close contact with Line Management and shopfloor people. Succession & development Plans. Training and facilitating BBS (Behavior Based Safety) implementation and Audit/Sustainability reviews across plants in 4 countries.

Results: 100% ISO 14000, 9000 and OHSAS 18000. Several high-risk gaps closed. 82% decrease of the number of accidents. No more fatalities. Positive social climate in the plants. A social plan of 120 people, with a successful outcome, as 119 people benefited from a new job, despite the complex global and local economic context (2008).

Name of Assignment or Project: Setting the EHS Strategic Agenda and supporting the company for reaching the Environmental targets - Designed and rollout of a Behavior Based Safety Program across Europe

Year : March 2004/ September 2010

Location : Europe

Client: Alcan RPE & Novelis Europe

Main Project Features: Setting the EHS Strategic Agenda and supporting the company for reaching the Environmental targets - Designed and rollout of a Behavior Based Safety Program across Europe

Position Held: Director EHS

Activities Performed: Responsible for setting the EHS Strategic Agenda and supporting the company for reaching the Environmental targets, Occupational Health plan and Safety targets. Managed 2 people directly and coordinated an European network of EHS managers/specialists (50). Built-up and trained 40 internal European Auditor Team with Line & EHS Managers. Audit plan achieved yearly. Designed and rollout of a Behavior Based Safety Program across Europe in contract with Behavior Science Technology. Member of the Alcan and Novelis Inc. EHS Councils (Policies - quarterly meetings in 4 Continents). Assumed Dir. Human Resources interim position during 1 yr (Can, Litho & Recycling Business Unit (4 plants/2000 employees)

Results: 2% GHG reduction/yr, 25% for waste production in 2010, Recordable case rate and LTII being reduced by 56 and 74% respectively in 3 years. 100% ISO 14000, 9000 and OHSAS 18000.

Name of Assignment or Project: Development of the QES and Sustainable Development management policies and practices at Group level

Year : January 2000/ December 2004

Location : worldwide

Client: Suez Group (Construction, Energy, Water & Waste)

Main Project Features: Development of the QES and Sustainable Development management policies and practices at Group level

Position Held: EHSQ Global Director

Activities Performed: Assumed the first EHSQ Director position at Suez Group in charge of the development of the QES and Sustainable Development management policies and practices at Group level, and in coordination with the core businesses (Energy, Water, Waste management; 200,000 employees). Information systems and public reporting. Training. Partnerships. Group representation. Managed 6 people directly; led a worldwide network of QES managers. Liaison delegate at the WBCSD and the UN Global Compact. First sustainability report of the CAC 40 Companies.

Results: Corporate EHS system, 60% of the companies ISO 14000, 40% drop in accidents. Positive influence to bring the millennium goals (horizon 2015) of water and sanitation coverage to the same level one and the other, despite the resistance of several countries. Inclusion of Suez in the Dow Jones Sustainability Index (top 10% of socially responsible companies)

Name of Assignment or Project: Set up the Suez Environmental policy across its core businesses

(plus the construction business (becoming VINCI Group later)

Year : January 1999/ December 2000

Location : worldwide

Client: Suez Group (based in France)

Main Project Features: Set up the Suez Environmental policy across its core businesses, plus the construction business (becoming VINCI Group) later).

Position Held: Global Environment Manager

Activities Performed: Set up the Suez Environmental policy across its core businesses, plus the construction business (becoming VINCI Group) later). Identified critical issues for the Group Sustainability. Regulatory watch. Reinforced Suez' «green» image. Managed 3 people, plus 20 managers for the Program of Applied Research for the Water Industry focusing on water resources (2M€/yr invested in raw water research worldwide)

Results: All subsidiaries adhere to and agree to build a Group policy together; image, institutional and associative recognition.

Name of Assignment or Project: Monitoring & follow-up of the water quality throughout its whole cycle (intake, potable water treatment, transport-distribution, urban & industrial effluents, wastewater treatment) and raw materials for treatment in Buenos Aires

Year: December 1994/ December 1998

Location: Buenos Aires

Client: Aguas Argentinas (subsidiary of Suez Group, based in Buenos Aires)

Main Project Features: Monitoring & follow-up of the water quality throughout its whole cycle (intake, potable water treatment, transport-distribution, urban & industrial effluents, wastewater treatment) and raw materials for treatment in Buenos Aires

Position Held: Water Quality & Environment Manager

Activities Performed: Monitoring & follow-up of the water quality throughout its whole cycle (intake, potable water treatment, transport-distribution, urban & industrial effluents, wastewater treatment) and raw materials for treatment in Buenos Aires. Environmental strategic reports for master plans submitted to National authorities. Managed contracts and key partnerships with Universities and Research Institutes. Promoted the green image and the reputation of the company during its first 5 years with facts, in particular the respect to World Bank, BID and cooperation agencies. Conducted the restoration of several urban lakes and 1yr cleaning-up of several km of the most polluted river with new technologies. Managed 18-25 people

Results: Reputation and confidence of the customers for the efficient management of the networks and groundwater wells with corrective measures of high impact on the quality. Few risk emergencies. Very efficient management of high accidental and recurrent contamination of water intakes. Respect of the rules of effluent discharge in the network by the industrial park (6500 industries). Restored urban lakes inaugurated by two presidents of the Republic and with high impact on the capital trust of the environmentally and socially responsible company.

Name of Assignment or Project: Developed strategic assistance for the setting up of the largest concession for water and wastewater (Aguas Argentinas; 10 M inhabitants; investments: € 1,6 bn over 5 yrs)

Year: August 1993/ December 1994

Location: Buenos Aires

Client: Aguas Argentinas, Safège & Montgomery Watson (Engineering & Environmental consulting based at Buenos Aires)

Main Project Features: Developed strategic assistance for the setting up of the largest concession for water and wastewater (Aguas Argentinas; 10 M inhabitants; investments: € 1,6 bn over 5 yrs)

Position Held: Project Manager

Activities Performed: Developed strategic assistance for the setting up of the largest concession for water and wastewater (Agua Argentinas; 10 M inhabitants; investments: € 1,6 bn over 5 yrs). Exhaustive

diagnosis on surface waters, discharges and impacts. Modelling and feasibility studies-solutions. Managed 2 people

Results: Trust and high internal and external consideration of the company's mission and vision, by most stakeholders, including the World Bank (5 first years of the concession)

Name of Assignment or Project: Sold and produced more than 65 environmental & engineering studies for industries and municipalities

Year: April 1990/ August 1993

Location: Various

Client: Various

Main Project Features: Sold and produced more than 65 environmental & engineering studies for industries and municipalities

Position Held: Project Engineer at Saunier Eau et Environnement (Safège Group, Engineering & Environmental consulting)

Activities Performed: Sold and produced more than 65 environmental & engineering studies for industries and municipalities. Increased the market share. Managed 1 person and interims. Managed contracts. Conducted the restoration of several lakes for water supply and recreational purposes

Results: More than 90% of the projects resulted in works with high public acceptance

Name of Assignment or Project: Lake & river recovery projects

Year : January 1988/ March 1990

Location : Buenos Aires

Client: Various

Main Project Features: Managed the first Argentinian consultancy focused exclusively on applied technology for lake & river recovery. Market studies, bids and construction works.

Position Held: Co-founder of Ecolsa SA (Engineering & Environmental consulting based at Buenos Aires).

Activities Performed: Managed the first Argentinian consultancy focused exclusively on applied technology for lake & river recovery. Market studies, bids and construction works. Managed 2 people and a network of 10 consultants and researchers.

Results: 4 provincial clients despite the complex socio-political context and exceptional country inflation

Name of Assignment or Project: Monitored the water and biological resources of several large reservoirs (hydroelectric dams) and catchment area

Year : January 1982/ December 1988

Location : Various

Client: Hidronor Norpatagonica

Main Project Features: Monitored the water and biological resources of several large reservoirs (hydroelectric dams) and catchment area

Position Held: Research Manager at Hidronor SA & Conicet (Argentinian National Science Foundation)

Activities Performed: Monitored the water and biological resources of several large reservoirs (hydroelectric dams) and catchment area. Developed knowledge of applied technology against eutrophic processes. Researched the bio-energy balance of fish stocks in man-made lakes to promote the sustainable development of local communities (PhD Thesis). Managed 5 people

Results: Sustainable health of the reservoir waters over time and confirmation that the reservoir is capable of sustaining fishing activities without significant impacts. Discovery of new animal species in Argentina and significant advances in the systemic mindset in Argentinean limnology. Doctoral thesis with the highest score and congratulations from the jury. Title recognized by the European Community.

Others (Probono Projects):

Name of Assignment or Project: Société Philharmonique d'Avallon

Year : May 2018/Present

Location : Avallon, France (Burgundy)

Client: Avallon city

Main Project Features:

Position Held: President

Activities Performed: Lead of Board or Directors and the bureau. 25 musicians directed by professional Swedish director. Concerts' organization in the region

Results: Efficient relationship with stakeholders and financiers. Healthy finances, inclusion of new musicians, team cohesion

Name of Assignment or Project: Terrasses du Bel Air – Scenes for All

Year : June 2018/Present

Location : Avallon, France (Burgundy)

Client: Avallon citizens and others

Main Project Features:

Position Held: Owner of the land at the foot of the medieval walls and concert organizer

Activities Performed: Lead organization of jazz, pop, rock, classic & fusion concerts. Free entrance and participation

Results: 18 concerts in summer seasons, 200 to 320 satisfied participants each. Break-even point reached with this non-profit concept.