



LIW | Leadership, not just leaders

## Guillaume Gevrey

Associate Consultant

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Guillaume is a leadership development trainer, coach and group process facilitator that helps people, teams and organisations develop the skills and ways of working they need in order to achieve the impact they want.

Almost his entire work experience has been in Learning & Organizational Development consulting. His work as a trainer and training manager in Indian Business Process Outsourcing firms, has allowed him to focus on the practical business outcome of training to ensure measurable impact on business metrics. In 2008, He co-founded a highly successful global L&OD consulting firm that catered to global multinationals. Their focus was to help organizations align people and strategy by providing coaching, training and advisory services to client and support them develop management and leadership capability to achieve their business imperatives.

He has designed and delivered multiple management and leadership development programs for multinational organizations as they were going through major transitions in the past 15 years and helped large multinationals strategize their entire succession planning approach from high potential identification, training, and on-the-job coaching. He also designed and managed a cultural transformation program for a large Malaysian media company's top 70 leaders, including their CEO. This included identification of processes to change, values and mindset workshops, and the design of a 'culture leader' toolkit for each of them to carry this into their teams.

He has over 100 coaching hours and coach leaders across various levels. Leaders he has worked with:

- want to become more effective leading high performing teams and organizations and be able to provide greater inspiration and motivation to their people
- want to be able to manage multicultural and remote teams
- are dealing with pressure and complexity at work and are finding that this is having an impact on their wider life

He brings energy, warmth and focus to help the individual, teams, and organizations he works with develop the conditions for their success. His approach is participative, process driven and challenging. He helps leaders create the conditions for their teams to succeed. He encourages participants to work together to create their own learning through group process facilitation tools and techniques and powerful questions.

### Mini Bio

- More than 10 years in learning & development
- 15 years work experience in BPO and IT industries
- Lecturer on intercultural management & communication

### Qualifications

- IAF Certified™ Professional Facilitator
- Accredited MBTI Step I and Step II practitioner
- Certified Herrmann Brain Dominance Instrument™ administrator
- Certified TRACOM Social Styles™ practitioner
- Certified Intercultural Development Inventory practitioner
- Master Facilitator Accelerated Learning
- Bronze level certification on Kirkpatrick's 4 level of Evaluation™
- BA in British and American culture and literature
- Member of the International Association of Facilitators, The Society for Intercultural Education Training and Research