



Who are we ?

COPROCESS SA was originally a limited company under Luxembourg law that was created in 2000 by the association of three managers – all come from the largest Anglo-Saxon audit and consultancy firms - specialized in banking, project management and change management.

The firm's activities developed rapidly:

project management large systems (2001), SAP © for industry (2003), accountancy and related services (2008).

Engineering training and executive coaching (2010), sourcing IT (2011).

The Group coPROcess

COPROCESS S.A.
Management consulting
Economic Advice
Professional training organization
11, avenue de la Gare
L-1611 LUXEMBOURG
(Grand Duchy of Luxembourg)

COPROCESS FRANCE S.A.S
Management consulting
Training provider organization

Headquarters:
231 rue Saint Honoré
75001 PARIS (France)
57000 METZ (France)

Branch:
26 avenue Foch
57000 METZ (France)

COGITO SERVICES Sarl
Accounting expertise
11, avenue de la Gare
L1611 LUXEMBOURG

coPROcess France
S.A.S au capital de 10 000 €
SIREN 533 015 335
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Let's build together new humanist strategies!

Changing economy, changing strategies, environment, national and international markets continue to be subject to new societal data.

Faced to such an economic environment, companies need to stay proactive, to find meaning once again and to turn threats into opportunities.

They are today confronted to a paradigm: "Consider human capital as a living resource to foster efficient, dynamic and successful growth."

COPROCESS has been structured as a federation of expert consultants in soft skills *. Its conception itself is an innovation.

Our multidisciplinary team accompanies you in a systemic approach, through a system of common values to develop collective intelligence and sustainable and responsible leadership within your organization.

Man is the artisan of the heart, the soul is his jewel, the luxury to be ourselves.

* Behavioral development

Skills assessment & Career strategy

EXAMPLE OF A SPECIALIZED SERVICE



Informative phase

Diagnose and understand the customer's needs and expectations, define the targets and the results to achieve.
Inform about the conditions of realization (human, material and educational resources).

Confirm customer engagement and define collaborative terms



Investigating phase

Identify the customer's "knowing how to act", his or her "wanting to act", and his or her "power of acting".
Analyze the logic and the nature of experience and identify the strengths and weaknesses.
Reveal the skills, untapped potential, functioning modes and development axes.
Understanding the motivations (to be changed, to be decided) and professional representations (firm culture, relationships at work, managerial practices, power ...)
Integrate the constraints and the opportunities to engage in change (material, emotional, relational ...)
Express wishes of evolution, career / life project, resources and individual means to act



Constructive phase

Identify professional evolution internal or external opportunities.
Define the characteristics of the career project (business typology, evolution, responsibility, mobility function).
Match the customer profile, his or her professional aim, and confront him or her to the market's economic reality.
Validate career projection axes.



Concluant phase

Anticipate and define the possible scenarios, the action plan to be implemented to achieve the career project.
Readjust the professional framework and transform limiting beliefs and behaviours.
Activate the intrinsic levers to live change as an opportunity.
Finalizing the service by co-writing the synthesis document.

Pedagogical principles

Individual interviews
Reflexive and engaged posture
Definition and monitoring of a progress plan
Coaching and MBTI ©



GETTING TO THE POINT

Goal

Develop a short, medium and long-term career projection, internal or external to the company.

Nadia AYARI



Coach and Trainer in development and professional strategy, MBTI certified©, Master graduate in People and Organization Management, Nadia has been specializing for the last 15 years in the support of management and development of employees, managers, and leaders' skills, behaviors and careers within the Metz region. She has over 3000 skills assessments at her credit.

Her career-projection approach leads men and organizations to be part of a preventive, creative and co-responsible logic of the future.

Professional development is made through knowledge, awareness, environment and self-congruence.

Her motto: act as a "senses awakener" and "be your own craftsman" in the organisation



Ready to experience your future?

EXAMPLE OF A SPECIALIZED SERVICE



Scoping phase with the Steering Committee

Sensitize the Steering Committee on the effectiveness of the approach through a pilot seminar to illustrate the techniques of "the memory of the future" to anticipate crises or how to position oneself on weak signaled opportunities.

Confirm the management committee's commitment to the managers about the consideration of scenarios developed to facilitate strategic decision-making.



Change screenwriting phase with a Steering Committee

Screenwriting as an "innovation game" of the firm's ecosystem from the future target's point of view corresponding to the deadline of the strategic plan (eg: Ambitions 2030)

Writing of different situations corresponding to this ecosystem of the future : market issues, market positioning, financial condition, results of innovation policy, new organizational structure ...



Training phase "internal lookouts" designated by the Steering Committee

Experiencing change of the firm's ecosystem from the point of view of the realization of one's strategic plan.

Identifying the action plans which have helped to achieve the strategic plan.

Determination of the bearing forces over which the company has capitalized to achieve its strategic plan.

Identification of the weak points in the implementation of the Strategic Plan.

Company risk modeling through the different change paths. Identification of the opportunities to seize on the journey towards one's future.



Coordination phase between the group of "internal lookouts" and the Steering Committee concerning the first validation meeting

Pedagogical principles

Pedagogical principles

Strategic anticipation method based on David Ingvar's (Swedish neuropsychologist) scientific work and used by Arie de Geus (Prospective and Strategic Planning Shell Director)

Creativity and acceptance of the frameworks differences.



Goal

Prepare the firm to seize the opportunities ahead by capitalizing on its "memory of the future"

Eric VEJDOVSKY



With an experience of 13 years gained by working as a skill development manager within Chronopost International, graduate of Administration, Economic and Social Communication Masters and Doctor in communications, Eric accompanies executives and managers, individually or in team cohesion, in a meaning reconstruction from which articulates a path towards sustainable performance.

Building a genuine experienced interculturalism for international issues and for the enrichment of a prospective vision from the techniques of "future memory" will be the results he promises to achieve with you.

Sharpen one's situational intelligence and restore one's emotional intelligence in all lucidity are the assets developed with Eric, a certified PNL coach and Process Com Management ©, during individual support issues.



You will also be able to rely on our consultants in Business Strategy, Management and Communication.

Christel LAUNE



Coach and trainer certified Process Management Com, Christel has been intervening in training and in business consulting for over 10 years.

First specialized in executive research, career assessments and career shifts for executives in France, Christel has developed her work in the HR field.

She then developed a Management division within a leading training company positioned in the industry in France and Luxembourg.

At the head of the pole, she built the supply and the engineering training in the areas of management, communication and distinguished herself in Management Committee coaching.

She accompanies managers and leaders in a personal development strategy, useful for themselves and for their teams.

David LAUNE



Trainer certified Process Com Management, David accompanies executives and managers, individually or with their teams in a strategic vision and in a logical change management aiming at performance.

After a decade working in the development of business service occupations, David turned to training and coaching.

From an authentic listening, he develops a relevant situation diagnostic and a custom path to accompany the teams to the specific purpose.

His approach, based upon awareness, "limiting" beliefs, anchors and commitment, aims to highlight the resources to solve identified problems and deploy talents to the defined objectives

Valérie MARTINET



As an Assignment Manager, Valérie identifies the opportunities that will perfectly suit the profiling and takes care of the internal or external recruitment of consultants

Thanks to a sourcing process, Valerie optimizes the consultant's positioning and delivers to the company a quality service, perfectly adapted to their application.

She develops the reputation and the brand image of the company on social networks and coordinates with the different teams the improvements to be made on COPROCESS's communication vectors.

OUR AREAS OF EXPERTISE

- * HR Strategy, communication and corporate reputation
 - * Support of human capital during mergers / acquisitions
 - * Engineering and training animations
 - * Business Anthropology
 - * Change management
 - * Management and Leadership
 - * Communication and interpersonal relationships
 - * Behavioral Development
 - * Individual and group coaching
 - * Management and Career Strategy, skill assessments
 - * Individual and collective Outplacement
- but also...
- * Financial Audit and Organizational advice
 - * Engineering, Business Analyst, Project execution, Project Management, functional architectures of information systems.

We deploy our engineering at all the company's levels from top management to local management with different services (production, commercial management, sales management, HR ...).

TRAINING ENGINEERING

DIAGNOSIS

Discovery Interviews (Management Committee, HRD, HRM, cross-functional departments):

- * Corporate Strategy and business plan on short, medium and long term
- * HR Strategy
- * Corporate culture and cooperation schemes
- * Problem and issue changes

ANALYSE

- * Implicit explicit and unexpressed needs
- * Strengths, weaknesses, opportunities and risks to change
- * Actors involved in the project and transformation of the objectives into

DESIGNING

Development of a temporary solution from:

- * An identified problematic and symptoms
- * The context and issues
- * Aimed actors and objectives

Proposed collaboration offer

DEPLOY AND MEASURE

- * Establishment of the service
- * Interim assessment and regulation depending on the level of transformation
- * Adjustment of goals
- * Final balance
- * Review post intervention and assessment of the return on investment

A TEAM AT YOUR SERVICE



Contact us by mail or phone :

Our stakeholders

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Assignment Manager

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Visit our website by flashing this code

www.coprocess-france.fr



THEY TRUST OUR CONSULTANTS

Public and private organizations in all activity sectors in France and in Luxembourg.

Many local authorities, OPCA branch (transport, metallurgy, agriculture, health and social development, hospital sector, retail ...), OPCA Interprofessional, FAFIEC, ServADEM, Inter-Hospital Union ...

Air liquide, Armée de terre, Ascometal, Cristalleries de Baccarat, BATA, Berget Levrax, Caisse des Dépôts & Consignations, CCI Formation Continue, Chambre de Commerce du Luxembourg, CHRU Lorraine CNES, Connex-Véolia Transport, CPAM, CUGN, DMC, EADS, EDF/GDF, école d'ingénieur ESIREM, FM Logistic, Groupama Val de Loire, Henryot & Cie, Homme en Devenir, IFBL, INRA, INRS, Lacto Sérum, Lafarge, Mission Locale Metz...

Pôle Emploi, Météo France, Meuse Omni Style, Minolta, Mondo Luxembourg, Orange, Service Général des Armées, Trailor, Transalliance, Université de Lorraine, Groupe Zannier...