



Artemis Executive Coaching & Consulting

Supporting Managers and Executives through high-stakes situations

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Executive Program Coach, École Polytechnique

HEC Executive Team Coaching

ARTEMIS

A DIRECT, COMMITTED AND PERSONAL RELATIONSHIP WITH
EVERY CLIENT.

Artemis Executive Coaching & Consulting is a practice specialising in the professional coaching of Managers and Executives. Its purpose is to support the key people of an organisation as they shape, develop and carry through their individual and collective transformations, in the service of lasting performance.

Whether the work concerns taking up a new role, developing managerial or relational capability, improving collective performance or questioning an Executive's strategic posture, what we offer rests on a deep knowledge of business and organisations, of the complexity of what is at stake for them and of the many strategic, relational and human parts they are made of, in a resolutely systemic approach to coaching.

An independent practice, Artemis Executive Coaching & Consulting favours a direct, committed and personal relationship with each of its clients.

That closeness is what makes us responsive, agile and flexible, so that we can offer our clients bespoke programmes attuned to the complexity, the particular stakes, the operational constraints and the dynamics of each organisation.

WHAT IS AT STAKE

BECAUSE NOTHING IS LESS TRUE THAN THE BELIEF THAT WHAT BROUGHT YOUR TALENT TO WHERE IT STANDS WILL BE WHAT CARRIES IT WHERE IT NOW NEEDS TO GO.

Organisations today operate in environments defined by uncertainty, by the accelerating pace of technological change and by the growing complexity of human and organisational interaction.

In this shifting context, where complexity has become the norm rather than the exception, Managers and Executives face, all at once, obligations of results and lasting performance, demands for transformation and imperatives of coherence, and a duty to embody, to mobilise and to be legible.

Faced with these realities, the value a Manager or an Executive adds no longer lies in the mastery of an expertise, an operational remit or the delivery of a strategic plan alone, but in their capacity to hold ambiguity, to manage immediacy, to read issues whose impact is systemic, to decide under uncertainty, to exert influence and to align stakeholders whose interests diverge and whose timeframes contradict one another.

These are high-stakes situations, in which adjusting managerial posture, presence and communication, and understanding the mechanisms of influence and of change, become key levers for holding relationships in balance, mobilising resources and succeeding collectively.

Whether Executives or Managers, team leaders or heads of technical or commercial projects, our ambition is to support them across the full scale and complexity of their environment as they put their own models of performance into practice, as close as possible to their objectives, towards greater autonomy and responsibility.

A P P R O A C H

At the heart of the questions business faces today, individual coaching sets out to make objectives reachable, to give meaning to action, to work around obstacles, to build ownership and to strengthen self-assertion.

It is a defined, targeted process, anchored in the present and expressed in action. Its purpose is to foster an environment of growth, in which a person's potential or performance is optimised.

The coach's process, posture and questioning bring new light to bear, suggest fresh options, offer different ways of reading a situation and open unexplored paths, which in the end allow the individual to identify their own solutions, to put a plan in place to improve their performance, to move past what stands in the way of their growth, and to acquire new knowledge and new skills. In that sense it is a path towards greater autonomy and freedom.

The systemic approach sets out to decode the interactions and the successive adaptations of a system's different components, in order to understand it better, as a whole and in its complexity.

Systems thinking advances principles inherent to any system, whatever the nature of the elements that compose it and of the relationships that connect them.

These principles introduce a number of invariant properties such as feedback, interdependence, purpose and homeostasis, and form the foundations of the systemic approach to transformation in systems with human components: families, companies, teams, associations, groups.

In a complex and unpredictable world, the systemic approach supports the shaping and the carrying through of shared visions, objectives and transformation processes; more broadly, it is a major aid to decision-making.

HOW WE WORK

SETTING A VIRTUOUS, VALUE-CREATING DYNAMIC IN MOTION ·
ESTABLISHING AND PLANNING FOR SUCCESS

FOR THE EXECUTIVE

- ◆ Question their strategic posture
- ◆ Face doubt, solitude and unanswered questions
- ◆ Reflect on the value they add
- ◆ Adjust their behaviour and their communication
- ◆ Convey their strategic vision
- ◆ Decode the stakes and the power dynamics within organisations

FOR THE MANAGER

- ◆ Take the measure of new responsibilities
- ◆ Understand what is at stake
- ◆ Develop their relational and managerial capability
- ◆ Question their practices and redefine their priorities
- ◆ Strengthen their impact and their capacity to influence
- ◆ Transform their communication and their relationships

FOR THE TEAM

- ◆ Optimise ways of working
- ◆ Boost collective performance
- ◆ Deploy agile ways of operating
- ◆ Improve the maturity and the cohesion of teams
- ◆ Support cultural and organisational change
- ◆ Mobilise around a shared vision and shared objectives

THE COACH



JEAN-LOUIS LENOEL

Executive Coach
Dirigeants | Leadership &
Talents

A career marked by a strong international dimension: global managerial responsibilities within a leading multinational group, the experience of expatriation, and the management of cross-functional, multidisciplinary and multicultural teams.

A path built at the heart of organisations, close to their culture, their narratives and their strategic, operational, organisational and human stakes.

An accomplished professional, teaching on the École Polytechnique Executive Master. A fine-grained knowledge of business and of the women and men who make it. A high-level systemic coaching practice; accredited by a leading international body (ICF)

Every engagement is framed by a clear code of ethics, clear values and clear principles of action.

I work with Managers and Executives in transition or caught up in high-stakes situations, engaged in an agenda of transformation or reorganisation, taking up a new role or evolving personally, at the crossroads of all their individual and collective complexities and of their personal and professional dimensions.

ÉCOLE POLYTECHNIQUE
Executive Program Coach

HEC BUSINESS SCHOOL
Executive Team Coaching

UNIVERSITÉ PARIS VIII
DESU (Diplôme d'Études Supérieures Universitaires- Pratiques du Coaching)

ESSEC BUSINESS SCHOOL
Accompagner le changement

METASYSTEMES
Coaching Systémique

ICF — INTERNATIONAL COACHING FEDERATION
Accredited Certified Coach

AICC HEC
Association Internationale des Coachs certifiés HEC

CCL — CENTER FOR CREATIVE LEADERSHIP
Certified Coach

HOGAN ASSESSMENTS — HPI / HDS / MVP™
Certified facilitator

HOGAN 360™
Certified facilitator

WORKPLACE BIG 5® — PARADIGM PERSONALITY LABS
Certified facilitator

PERSIGHT LLC® — ASSESSMENTS
Certified facilitator

INFLUENCE STYLE INDICATOR™ — MHS INC.
Certified facilitator

CHANGE STYLE INDICATOR™ — MHS INC.
Certified facilitator

AGILE COACH
ICAgile / Agilbee

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Consultant

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