



France Cloutier is an **Executive Coach** and **Organization Development Consultant** with a focus on organizational change and personal transformation. She brings a practical approach to support organizations and individuals to navigate the internal and external aspects of transitions. Her background in business gives France an understanding of the business realities that drive change, and her consulting experience and training provides her the tools and concepts to assist people to orient themselves during their transition and in their new environment.

France's commitment to life-long learning brings her in contact with the latest thinking in strategy, change and leadership. She is passionate about collaborating with others, colleagues and clients alike, to create new ways of understanding our world and managing ourselves to create meaningful work and resiliency in ourselves and others. This takes the form of profound learning experiences and great conversations with leaders on how to better deal with the complexity, disruption and the demands of the current environment. France is fluently bilingual and often conducts workshops in French and English.

Career

- Cloutier Consulting Inc., President
- Bergevin Cloutier & Assoc., Co-Founder
- Abitibi-Consolidated Inc. Integrated Business Systems Manager
- Coopers & Lybrand Deloitte UK, Manager

Professional

- Past President, Toronto Organizational Development Network
- MSOD, Pepperdine University
- CPA, CA, Ontario
- H. B. Admin, Brock University

Representative Accomplishments

- **Culture Change and Leader Development:** Designed and delivered a culture change program that involved coaching eight leaders on the Leadership Team. The following year the successful program was expanded to include, in addition to the Leadership Team, direct reports critical to the delivery of services to clients. Eighteen leaders were coached that year, supported by quarterly team sessions
- **Creating a New Organization:** Supported the planning and the communications committees to improve project processes to better manage the merging of two Faculties in a University. Provided change tools and coaching to the new Management Team to help them design their new organizations, review and update processes, develop transition plans, and establish communications protocols.
- **Leadership Development:** Led/facilitated leadership assessment and development exercises for both government and private sector organizations, improving team dynamics and performance
- **Vision, Values and Strategic Priorities:** Designed and facilitated the development of vision, values, and strategic priorities using an Appreciative Inquiry approach. The preparation of plans and materials for the process were created with the input from the Steering Committee, who acted as a pilot group for each of the stages of the process such as Appreciative Interviewing, Sharing of Stories and Meaning-making. This interaction with the Steering Committee enabled them to lead the effort and greatly improved the clarity of the materials, the feasibility of the plans and the engagement of all key stakeholders.
- **Leadership and Coaching** Within the context of a corporate leadership development program, trained and coached hundreds of managers and change agents in leadership and coaching. A key component of the program included individual and group coaching to develop a full appreciation of leadership concepts, and an opportunity to put into practice learned concepts. Coached teams with their managers, as well as individuals to implement behavioural changes.