

Jean Auclair

«««« **Curriculum vitae** »»»»

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JEAN AUCLAIR

Mr. Jean Auclair is president *of J.E. Experts-Conseils Inc* , Senior Partner of *Groupe Forest, International Consultant* and Senior Partner and Advisor of **Lévis Madore and Ssociates Inc.**

With more than 30 years of Canadian and international experience, he is a renowned consultant in small and large enterprises as well as in public, government and private sector.

He intervened in major organizational renewal projects, change management projects and strategical planning exercise in order to get the full potential of organizations and all personal.

In governmental, commercial and industrial sectors, he acted as coach and trainer for senior managers. He conducts International Integrated Leadership Programs across the world. He also introduced integrated participative management in these organizations.

In municipalities, communities and health structures he helped put in place decision-making processes focusing on the sharing of ideas and the common good.

One of his main concerns is to always integrate all interventions to the existing organization activities.

He is often called upon to mobilize individual and groups who are experiencing relationship difficulties because of his large expertise in conflict resolution and mediation.

His approach is based on a vision of organization as a means and a place to integrate individual and social needs as well as production and management imperatives.

CURRICULUM VITAE

JEAN AUCLAIR

PERSONAL INFORMATION

Profession: Management, Coaching, Human Resources, Training,
Mediation and Organizational Development consultant

Spoken & Written languages: English and French

ACADEMIC EDUCATION

1974 Masters of Arts, University of Québec, at Trois-Rivières;
1973 Bachelor of Arts, University of Québec, Trois-Rivières;
Major - philosophy, Minor - psychology;
1970 D.E.C. in Social Science Thetford Mines CEGEP;
1968 Classical Studies, Thetford Mines College.

WORK EXPERIENCE

1996 ... **J.E. Auclair Experts-Conseils Inc**, president;
2002 à... **Groupeforest, International Consultants**, Senior Partner;
2002 à... **Institut pour le progrès socio-économique**, Senior Partner and
Advisor ;
1996 à... **Rehabilitation Psychology Associates**, Senior Advisor;
1987-96 Sociogest, Management and Human Resources Consulting;
1987-89 President of "J. Auclair and Associates", Management
Consulting;
1985-87 Director, CFC, Ottawa/Hull, Management and Human
Resources Consulting;
1982-85 Organization development consultant, Personnel Directorate,
Statistics Canada;

- 1980-82 Training research and organizational development consultant, Statistics Canada;
- 1977-80 Trainer, Personnel Division, Statistics Canada;
- 1974-77 French teacher, Language and Training Department, Public Service Commission of Canada;
- 1976 Team leader, Language and Training Department, Public Service Commission of Canada;
- 1974 Philosophy Teacher, Adult Education, Thetford-Mines CEGEP;
- 1973-74 Substitute Teacher, Board of Education for L'Amiante and Disraeli.

PROFESSIONAL ACCOMPLISHMENTS

- Leadership skills Programs for high potentials managers and senior managers
- Coaching people towards their full potential and conducting coaching training programs for managers
- Training Programs: Design, facilitation and teaching:
- Organizational Renewal Programs in the public and private sector;
- Strategic Planning, Mission and Values Seminars;
- Design / implementation of " Human Resources Development Plans ";
- Program director of " Consulting", long-term training program for management and Human Resources consultants;
- Project director of several training and organizational development interventions in both the public and private sector;
- Conception and implementation of an integrated training program for intermediate level hospital managers over a three year period;
- Conception and implementation of an integrated training and management development program in several factories;
- Project manager of an interest and needs survey in University Environment, Continuing Education Department;
- Main consultant of a program lasting 20 months, to improve human

relations in an organization of 230 employees;

- Principal consultant in a program to increase productivity in a period of economic slowdown at an organization of 125 employees;
- Main consultant of an inquiry into internal communications in a ministry of 4500 employees;
- Principal consultant in the re-organization of a 350 employees division, involving the introduction of new technology and reassignment of Human Resources;
- Multidisciplinary team leader on several management consulting projects.

CONFERENCE SPEAKER

- SCGIC / ICMS, « Médiation et concertation », Professionnels des RH, gestionnaires et négociateurs, Symposium 2006
- PWL, « La gestion concertée », Montréal 2004
- Croix Rouge Canadienne, « La prise de décision et la gouvernance », Ottawa 2002
- Danone, « Le coaching des personnes, l'instrument par excellence du développement », Séries de six conférences par année depuis 2002
- Institut international de recherche, " Les éléments-clés pour négocier adéquatement les nouveaux contrats " Janvier 1998;
- Réseau interministériel de la qualité (RIQ), " La gestion de la qualité totale ne peut se réaliser que par le partage réel du pouvoir et par l'effort concertée " juin 1996;
- Union des Municipalités Régionales de Comtés " Organiser le développement local par la concertation ", Saint-Côme, mars 1994 et Sainte-Marie, avril 1994;
- Canadian Cooperation Association "A Sociocratic Model for Management" Toronto, 1993;
- Corporation Professionnelle des Physiothérapeutes du Québec, " La gestion participative avec ou sans limites ", Aylmer 1993;
- Le comité régional de la gestion des ressources humaines, " Colloque 1992: La gestion des ressources humaines et la qualité totale,

- RÉALITÉ OU UTOPIE ? ", Hull 1992;
- O.D. Network Conference 1992, " Concerted Management, a stronger way to lead, a better way to work !!! Toronto, 1992;
 - L'Association des travaux publics d'Amérique, " PARTENAIRES DANS L'ACTION ", Québec 1992;
 - Revenu Canada Douanes et Accises, "The only real choice in the 2000's: Faith in basic values, honest actions and team measurement ", 1991;
 - Hydro- Québec, " La qualité et la participation, notre chance de succès", Montréal, 1990;
 - Régie des rentes du Québec, Colloque des gestionnaires 1989, "La gestion concertée, une démarche de santé ";
 - Commission des écoles catholiques de Montréal, Conseil pédagogique. Conférence annuelle 1989, " Du management à la gestion concertée";
 - Management and personnel consultants of the government of Québec, annual conference, "Organizational Health - Is It Excellent? ";
 - Monthly Outaouais Regional Hospital Conference, December, 1987, "The Systems Approach, A Management Philosophy";
 - Director Generals of CEGEP, Annual Conference, 1986.
" Is There Room In Our Organization for Ideology ? ";
 - National Conference of O.D. Canada Network, FORUM 1985.
" Training Consultants, Professional and Personal Development ".

SPECIAL TRAINING

- 2007 MBTI Certification (Myers-Briggs Psychological Types Indicator)
- 2003 « Intensive Leadership », a three day intensive workshop (40 hours), Center for Authentic Leadership, Atlanta (USA), Mrs. Jane Smith, December 10-12, 2003
- 2002/03 Formation spécialisée en « Transfert et partage du savoir (Knowledge Management) » avec le chercheur Benoit Guay, CI Conseils ;

- 2001/02 Formation spécialisée en « Consensus-action » auprès des chercheurs Pierrette Gagné et Michel Lefèvre de l'IPSE (L'Institut pour le progrès social et économique) ;
- 2000 Atelier et stage sur les services financiers (Wealth Management, Parkin, Wermenlinger & Layton Capital Inc, Montréal, Canada;
- 1999 Programme Axa-Columbus: atelier de formation des managers, Virginie, USA;
- 1994/96 "La recherche du sens et les enjeux éthiques ", Roger Fournier, Services conseils en Management et Les services d'animation Sagamo, 20 jours de formation, Gaspésie (Québec);
- 1992/93 Développement de l'efficacité cognitive en organisation, Programme de deux ans et certification, CIMFO, Montréal;
- 1990 The Sociocratic Management Principles, Sociocratic center, Washington, D.C.;
- 1989 The Creative Process in Organization Development, Switzerland;
- 1988 Formation à la Gestion financière et à l'investissement, M. Michel Baril, conseiller en gestion financière;
- 1987 From Organization to Organism, Finhorn Foundation, October 10th to 19th, an international conference in Scotland, U.K.;
- 1984 Effective Team Building, University Associates, November 8th-9th-10th Toronto;
- 1984 Increasing Organization Effectiveness, University Associates, November 5th to 7th, Toronto;
- 1984 Organization Development Workshop, Dr. Ronald G. Capelle, organized by O.D. Canada Network, February 20th & 21th;
- 1983 Training Program for Management and Human Resources Consultants. A three year program given by the Center for Development and Consulting (CFC), Québec. This program involved 450 hours of supervised training in organizational intervention;

- 1983 Management training program (PE-04 and 05) for service personnel. Treasury Board And Public Service Commission of Canada, November 6th to 18th;
- 1983 Intensive session of "Gestalt Therapy", Mr. Jim Simkin, Big Sur, U.S.A., February 12th & 13th;
- 1981 Socio-Technical Systems, John Cotter, Ottawa, June 25th & 26th ;
- 1979 Consulting skills for trainers, C.P.P.M.A./A.C.G.P.S.P., The Canadian Association of Public Service Personnel Managers, two days in June;
- 1978 Management, M.B.A. Program, University of Ottawa, September to December;
- 1978 Management by Objectives, Public Service Commission of Canada, two days in August;
- 1978 Time Management, training department, Statistics Canada, conducted by CEGIR, Montréal, two days in February;
- 1978 Creative Problem Solving and Decision Making, training department, Statistics Canada, conducted by CEGIR, Montréal, two days in February;
- 1978 Introduction to Human Resources Planning, training department, Public Service Commission of Canada, five days in February;
- 1977 Theory and practice of job evaluation, training department, Statistics Canada, three days in December;
- 1977 Quantitative Analysis, M.B.A. Program, University of Ottawa, September to December;
- 1977 Transactional Analysis, training department, The Public Service Commission of Canada, five days in April;
- 1976 Communication in Learning, training department, the Public Service Commission of Canada, ten days in November;
- 1975 Training, training department, the Public Service Commission of Canada, five days in February, conducted by Trainers' Institute

(I.F.G.).