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## BIOGRAPHY JEANNE-MARIE DE CHANVILLE

*Partner and Advisor*

*Leadership consulting*

*Coaching individuel and collectif*

*France*

Jeanne-Marie de CHANVILLE has joined ALSPECTIVE SAS in 2015 as a Partner in Leadership Consulting. In our department "Assessments and Coaching, Leadership Consulting", she validates all tools and contributes to the development of our assessments and coaching activities, individual and collective.

With a psychologist background, Jeanne-Marie de CHANVILLE has been a Human Resources Consultant since 1990.

After a first experience in evaluations and selecting interviews for Human Resources agencies, she has always been eager to conjugate Executive Search firm experiences with an operational role in company to be closer to the reality of employees and managers. In addition, she is always attentive to her own personal evolution in accompanying both employees and teams.

Jeanne-Marie de CHANVILLE is also operating in several sectors, including :

- Evaluation at any level in the sectors of the services and the industry
- Skill assessments, Coaching, Professional Development
- Supervision of certifications (MBTI and 16PF5)

In addition to her activity in executive search firms, and after 10 years as a Recruitment Manager in a chemistry company, she has been, since 2010, internal Consultant in those fields:

- Accompanying teams ("Work together"/MBTI, co-development)
- Career Analysis
- Annual interviews

In parallel, she is continuously improving and trained to Human Resources Assessment "tools" and approaches;

- MBTI, 16 PF5, 360°, OPQ 32, PAPI, WAVE, FIROB, TKI, STRONG
- Coaching/Team building, MétaSystème Coaching (Alain CARDON), Systemic approach (Enjeux & Consulting), Co-development (AFCODEV).

In 2015, Jeanne-Marie joined ALSPECTIVE SAS in Paris as the Partner in Charge of Leadership consulting, Tests, Assessments, Individual and collective Coaching activities.

Jeanne-Marie speaks **French** and understands **English**.