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| <p>Béatrice Melin Coach Facilitator Holds PCC credentialing International Coach Federation www.coachfederation.org Accredited for codevelopment facilitation by CECODEV and member of AFCODEV www.afcodev.fr</p> | <p>57 years old and 2 grown up children 36 boulevard Baille – 13006 Marseille Tel : 00 33 (0)6 12 05 75 08 beatrice.melin@alidade-conseil.fr www.alidade-conseil.fr</p>  |
| <p>Career route</p> <ul style="list-style-type: none"> ◆ 22 years of various responsibilities within third sector companies : the 1st part of my career was spent in the tourism and leisure industry ◆ Team management: purchasing department, production department, booking department, communication and brochures editing, then Sales manager ◆ Project management and organization of events ◆ Management of budgets ◆ Many trips abroad, bilingual English ◆ 2002 assessment of skills and retraining ◆ 2003 2d part of my career : founder of ALIDADE, training and coaching individuals and their teams for their professional development in order to achieve higher performance as well as to keep healthy and balanced | <p>Competencies</p> <ul style="list-style-type: none"> ◆ 2004 Master in business administration (Conservatoire National des Arts et Métiers - Angers) ◆ 2004 initial training to coaching (Formation Evolution et Synergie) ◆ 2007 First coaching certification with ICF (ACC) ◆ 2009 AT 101 (Transactional analysis) ◆ 2010 Collective intelligence (3j of seminar with Jean François Noubel) ◆ 2011 Second coaching certification (PCC) ◆ 2011 Certificate of Sophrology (inspired by Yoga techniques - Marseille medical university) ◆ 2012 Formation au Géosociogramme ◆ 2012 codevelopment « a new paradigm to learn how to learn » three téléclasses facilitated for ICF France ◆ 2012 Open space technology training – Awareness Consulting ◆ 2012-2013 Online supervision facilitated for ReciproCoach (reciprocal coaching for coaches) ◆ 2014 Accredited facilitator for professional codevelopment CECODEV Paris November 2014 and renewal of PCC certification |
| <p>Theory contributions</p> <ul style="list-style-type: none"> ◆ Situational management ◆ Transactional analysis - professional win/win interactions ◆ Nonviolent communication ◆ Organization, time and priorities management ◆ Collective intelligence <p>Tools</p> <ul style="list-style-type: none"> ◆ Systemic representations, creativity (cards, metaphors, projection tools, visualization) ◆ Delegated process meetings ◆ Codevelopment groups facilitations ◆ Géosociogramme ◆ Open space technology and world café | <p>Nonprofit commitments</p> <ul style="list-style-type: none"> ◆ Past Vice-President of the board for ICF France chapter and past president for local chapter Provence www.coachfederation.fr ◆ Member of CPC Provence (professional chamber of consultants) <p>Supervision</p> <ul style="list-style-type: none"> ◆ 2006-2007-2009 Alain Cardon – systemic collective supervision ◆ 2010 Suzanne Peters – collective English speaking supervision ◆ 2012 Martine Volle - specific géosociogramme supervision ◆ 2012 et 2013 individual supervision - Michele Avaro ◆ 2014 & 2015 individual supervision Jean Paul Sauzède + « Allo Codev » peers group in codevelopment on skype + Women circle “divine sisters” monthly conversations in English ◆ 2015 : Master Certified Coach, my project for 2015 |

A few references

◆ Coaching and change management

- Management and leadership trainings for managers and business owners
- Individual coaching for managers, business owners, executives within private companies, public sector or nonprofit sector
- Team coaching for change management and higher performance, create different company culture (more cooperative, more responsibilities and accountabilities)
- Facilitation of collective intelligence processes : co-development groups, open space technology and world café
- Main references : Airbus Academy (an Airbus branch) external coaches assessment Airbus et Airbus Helicopters / Cotrans Automobiles La Réunion (group GBH branch – GBH is family owned group specialized in retail of department stores brands and cars) organizational coaching simultaneously for the executive board, sales and after sales departments, codevelopment groups and training sessions and individual coaching / Codéveloppement pour la RTM (Marseille City Transports) from 2011 to 2014 / Le CNAM de 2006 à 2014 Training and accompanying middle managers / Emerald Energy business owner coaching / Twin Corp : a new business model : coaching on demand by skype only

◆ Partnering with other coaching companies :

- *Present Consulting*: GDF Suez and branches, individual and team coaching. Dans cet accord cadre, mise en place d'un dispositif de prévention des risques psycho sociaux par la création de groupes de paroles
- *DBC* : creation and facilitation of three téléclasses for ICF France chapter about professional codevelopment groups
- *Espace & solutions* : organization and facilitation of open space technology conventions for nonprofit Colibris, Les Paniers Marseillais, and private companies TourMag.com, Exhibit Group(+ codéveloppement group and supervision)
- *Denis Klecha Consulting* : organization and facilitation for Club Med (breakout sessions on nonviolent communication)

◆ Développement des équipes et codéveloppement

- ALIDADE : création de groupes de partage de pratiques professionnelles pour les femmes à la tête de leur activité
- CARSAT SUD EST : mise en place et facilitation de world café (Avec Michèle AVARO), coaching individuel
- INSEE : organisation et facilitation d'un séminaire en « world café » sur le thème du changement (Avec Michèle AVARO)
- COTRANS AUTOMOBILES (Réunion) : en 2012, mise en place et facilitation de groupes de codéveloppement pour une trentaine de managers, dispositif renforcé en 2014, et élargi à d'autres publics en 2015, accompagnement du comité de Direction avec les Réunions Déléguées
- RTM : Avec Michèle AVARO, appel d'offres sur trois ans pour la création et le développement de groupes de codéveloppement pour les managers (plus de 90 managers y ont participé, niveau de satisfaction excellent), formation et supervision de facilitateurs en codéveloppement en interne
- Co-crédation d'un groupe de supervision professionnelle, avec Michèle AVARO, en format codéveloppement
- Supervision à distance en mode codéveloppement via internet pour un groupe d'acteurs et responsables RH
- PRUDENCE CREOLE (Réunion) : création et animation d'un dispositif de développement de la ligne managériale par le codéveloppement

◆ Coaching for business launching and CSR (corporate social responsibility) :

- Incubateur Paca-Est : training and coaching for young business owners (start ups) « individual and collective performance »
- Initiative Terres d'Azur : from 2008 to 2014, monthly meetings for business owners "the business owner posture"
- Initiative Marseille Métropole : training and coaching for implementing CSR within the organization
- Appel d'offre avec l'association Med2000 : mise en place d'un dispositif pilote de RSE au sein des 240 plateformes d'Initiative France (2010-2012)

◆ Supervision since 2011 : individual supervision for various professionals whose job is to accompany others (coachs, therapists, managers, teachers, people in hospital or in the health sector)

Béatrice MELIN - A passionate professional journey

Twenty-two years in business, then twelve years managing her own activity, Beatrice confesses that fate has been helping her along. She has been supporting businesses, organizations and their managers or owners for 30 years now.

September 11, 2001 marked the end of a passionate involvement in the tourism and leisure sector, and the beginning of a successful professional reconversion, back to university and launching Alidade, her own company in 2003.

She holds a Master's degree (Managing small innovative companies – Conservatoire National des Arts & Métiers, 2004) and works as a professional coach. She has been trained in Transactional Analysis, diagnosis and team coaching, as well as Sophrology (in 2011) (the equivalent of MBSRT).

Consultant and Professional Certified Coach by ICF (International Coach Federation) since 2011, supervisor of coaches and managers, she specializes in the strategy and development of individuals and organizations, executive coaching and team coaching. She also provides tailor made trainings and actions while focusing on the real experience of concrete situations, alternating between practical examples and theoretical contributions.

She leads codevelopment groups and seminars in English, and from August 2011 to 2013, was the coordinator for ReciproCoach in French, international network of coaches committed to their continuing professional development
www.francais.reciprocoach.com

Beatrice Melin is dedicated to serving her customers what they need. Her customers have in common the ability to question their current way of operating to continue their development and build new patterns that will help them make sense of their professional life and make it a success.

Beatrice is an active member of the International Coach Federation (www.coachfederation.fr) and is a member of the Professional Chamber of Consultants Provence (www.leconsult.fr and <http://cpcprovence.fr>) as well as AFCODEV (www.afcodev.fr)

Strong convictions as drivers: “I especially love discovering new worlds. I propose a client / coach co-production. Every person, team or organization is unique. Each mission is a new encounter and is the subject of a proposal “Taylor made” like a craftsman, whether you're a coach, business leader or employee, I accompany you towards your professional and personal development with a conviction: it is the human being that is at the heart of sustainable results”.