

## CORE COMPETENCIES

- Substantial change management, leadership and organizational development skills
- Catalyse learning and knowledge transfer across cultures, functions and generations
- Analytical and creative when developing instructional design and facilitating
- Extensive experience launching and managing projects in corporate, social enterprise, NGO and development sectors



**Content:** Strategy, VUCA & Agile thinking, High performing teams, Collaboration, Leadership, Negotiation, Stakeholder engagement, Sustainable business, Inclusion and Culture.

**KEY Strengths:** *Strategic – Learner – Activator – Connectedness - Ideation*

## PROFESSIONAL EXPERIENCE

**Lecturer, College of Management, EPFL** since 2017  
*Learning content design and facilitation at Masters' level - Negotiation Techniques*

**Associate Professor, Business School Lausanne** since 2013  
*Learning content design and facilitation at the Executive and Masters' level*  
Four "Leading Change" modules within the Diploma of Advanced Study on Sustainable Business  
Masters' level courses: Leadership & Management skills and Appreciative Inquiry

**Founder, Consultant and Facilitator, AllSystemsGO!** since 2009  
*Organizational development, capacity building and learning for impact and action*

- Learning design and facilitation to address change, build management capacity and develop leadership and collaborative skills. Clients include: Aeronautics, FMCG, NGOs, Pharma, SMEs
- Coach professionals to develop their leadership, management capacity and collaborative skills
- Train-the-trainer on Instructional Design, Management of Training, Training Needs Assessment

**Founder & Director, VIA2 Resource & consultation centre** 2004 - 2009  
*Consulting and training on Human Resources development, diversity and inclusion*

- HR inclusion, talent management capacity building consulting, training & coaching
- Conducted research, published & advocated management and HR best practices
- Designed the stakeholder relations strategy that launched the centre

**Coordinator, Bureau Information des Femmes (30%)** 2002 – 2010

- Managed stakeholder relations, communication, HR, L&D and fundraising

**Managing Innovation Postgraduate programme, EPFL** 2000 – 2002

**Programme Administrator Wetlands & Water Resources, IUCN- International Union for the Conservation of nature** 1995 -1999  
*An International environmental NGO implementing projects worldwide (SFr 160 mil)*

- Created the 3yr communication capacity building strategy for West African region
- Project Leader 13<sup>th</sup> Global Biodiversity Forum, Costa Rica - content & event management
- Global programme finances, donor reporting and communication

**International Marketing & Sales Director, RotoVision S.A.** 1988 – 94  
*Multi-media publishing company, with +1000 titles distributed in 80 countries (SFr 10 mil)*  
♦ Business development, communication and sales training in over 30 countries

## PUBLICATIONS

*La force de l'équilibre Vie familiale, vie professionnelle*, N Canning, A Bui, St. Maurice : Editions Saint-Augustin, (2012)

*Concilier activité professionnelle et famille – Rapport Intégral VIA2 Enquête sur les mesures proposées aux employés par les organisations privée et publique de l'arc lémanique*, N Canning, S Dalla Palma, (2006)

## EDUCATION

**Masters in Science, Technology and Society** 2002  
EPFL - Federal Institute of Technology, Lausanne, Switzerland  
Thesis “Governance and knowledge, translating know-how into action”

**Bachelor of Commerce – Economics Major** 1987  
Concordia University, Montréal, Québec, Canada

## CONTINUING EDUCATION

Systems Practice: A Practical Approach to Move from Impossible to Impact	2017
Technology of Participation Mastery	2016
Being at Full Potential Assessment Coach	2016
Theory U, Presencing Institute	2015
Inspiring Leadership through emotional intelligence, Case Western Uni	2014
Art of Hosting, Participatory Leadership	2013
Certified Cultural Orientations Approach (COA) Master, TMC/Berlitz	2013
Project Management Professional	2011
Facilitation for Change Frameworks certification	2008
Facilitation for experts	2007

## OTHER INFORMATION

Nationality	Canadian and Swiss citizen, born in Montreal
Languages	English (mother tongue), French (fluent spoken and written)
Worked in	<b>AFRICA:</b> Burkina Faso, Kenya, Mali, Nigeria, Senegal and Uganda <b>AMERICAS:</b> Canada, Costa Rica, Ecuador, USA. <b>ASIA:</b> Hong Kong, Japan, Taiwan. <b>Europe:</b> Austria, Belgium, Denmark, England, Finland, France, Germany, Greece, Italy, Netherlands, Norway, Spain, Switzerland, Sweden. <b>OTHER:</b> Australia, Bahamas, Bermuda, Galapagos, United Arab Emirates, New Zealand, Turkey