

EXECUTIVE COACHING



FX LIENHART Executive Coach

In collaboration with François-Xavier LIENHART

EXECUTIVE COACHING

Navigating complex decisions can leave executives feeling isolated or unaware of their behaviors. As a trusted coach, François-Xavier provides personalized guidance to address these challenges.

His approach goes beyond theory, focusing on self-awareness through active listening and reflective questioning. This process sparks self-discovery and drives tangible change.

Together, you'll tackle obstacles, gain new perspectives, and develop actionable solutions, enhancing your leadership and contributing more effectively to your organization's success.

MULTI-DIMENSIONAL APPROACH

SYSTEMS PSYCHODYNAMIC PERSPECTIVE



PERSON

Vision, values, competencies, management style, relationship to authority, leadership, stress management, adaptability, motivation, behavior, background, self-confidence, cognitive biases.



ROLE

Onboarding and role transitions. Specialist, manager, or leader. Team player or lone wolf. Decision-maker or adviser. Conveying messages, cleaning up, or developing. Training and supporting peers.



ORGANIZATION

Big or small. Head-office or subsidiary. Reporting lines, above and below. Team of specialists or of various functions. Multi-layered or lean. Local or multi-national. Changing organization or stability.







CONTEXT

Restructuring or growing. Profitable or loss-making. Priorities. New vs. experienced management. Emergency, crisis or quiet pace. Strong competition or blue ocean market position. Driven by technology, cost, volume or margin. Changing world, how and how fast.



CULTURE

Corporate culture (listed, private equity, family-owned), diversity and inclusion, work-life balance, compensation policies, promotion practices, and working across different cultural approaches (French, Western, Japanese, Asian, American...).

-  Subject to organization's needs
-  Onsite
-  Japanese or English
-  Price estimate subject to organization's needs



OUR TRAINER

FRANÇOIS-XAVIER LIENHART

**OVERCOME PROFESSIONAL CHALLENGES,
HIT YOUR TARGETS,
BECOME A BETTER LEADER.**

EXECUTIVE COACHING JOURNEY

François-Xavier became an Executive Coach in 2022, graduating from the INSEAD Coaching Certificate Program after a career of 35 years in the corporate world, including significant CEO positions in large and small organizations.

His practice is based on the Systems-Psychodynamic approach and uses the Person-Role-Organization model, incorporating context and culture, with expertise in various coaching tools. He coaches individual executives as well as teams.

CAREER HIGHLIGHTS

With 35 years in the corporate world, he has held CEO roles at companies like Saint-Gobain, LIXIL, Buffet Crampon and ARaymond, and had worked previously in investment banking and corporate finance in France, South America, and Asia. He has been based in Japan for more than 20 years.

His experience includes crisis management, such as during Japan's 2011 disaster.

EXPERIENCES

François-Xavier has a deep understanding of diverse business functions and has been active in organizations like the French Chamber of Commerce in Japan and the French Government Trade Advisors (CCEF).

He speaks multiple languages and has lived in France, Japan, Brazil, and the UK.

TESTIMONIALS ★★★★★

Adrien Sejourné - Senior Finance Manager | Teleperformance

I had the chance of being coached by Francois-Xavier, and it was truly transformative. In a challenging environment, he played a crucial role in helping me find my way. Francois-Xavier's benevolent spirit, combined with his wealth of past experiences, and his collaborative approach to problem-solving, completely reshaped my perspective and significantly accelerated my personal and professional growth.

Over the months, I witnessed a true improvement, each step bringing me closer to our shared goals. His guidance and support were instrumental in navigating the challenges, leading to the successful achievement of our targets.

Daniel VanderHave - Representative Director APAC | Baron Philippe de Rothschild Japan

François has an incredible ability to listen and very clearly identify, breakdown and discuss proactive measures and advice for taking the right decisions, action plans and business considerations.

I felt that we build a bond and trust together and he helped me overcome many executive business challenges, I realized how much of an asset he is in his knowledge of human interpretations and his own past experiences as an executive in Japan.

Karuna Tsang - Director of Program & Head of Special Projects | Generation by McKinsey

François dedicates his full attention to listen, analyse and ask me questions to guide me think through challenging leadership scenarios with a different perspective and approach. We have developed a safe and trusting space to share my deepest thoughts and I would always gain constructive insights and fresh perspective to be a better leader.

François' coaching brings a wealth of senior management experience across different markets/industries, so he always offers theories, thinking tools and recommendations that is practical and sensible. In particular, his metaphors illustrating different concepts is powerful and engaging. After our coaching session, I always feel motivated and empowered to practise and implement the recommendations that we discussed; and I always look forward to sharing what works/what could be improved in our future sessions.

Thank you very much, François!

**FOR MORE INFORMATION OR
TO RECEIVE A FREE PRICE ESTIMATE**



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