

TRAJECTIVES A HUMAN ADVENTURE

It is our firm belief that people and human relations are the crucial key to the successful implementation of your organizational transformation projects; this is therefore one of the most strategic challenges that you will have to take up.

Our vocation is to embolden you to undertake ambitious projects, to aim for long-lasting, sustainable results while also paying attention to the ecological well-being of your teams.

We build together with you a customized program, tailor-made to fit the individuals and collectives within your organization in order to ensure people-oriented, sustainable performance.



"Trajectives helped me to ensure the coherence of all aspects of my digital transformation project: overall strategy, management mode, operational projects, internal resources, group dynamics and individual aspirations".

Jean, Marketing Manager of a service company

THE TRAJECTIVES COACHING COMMUNITY

AN INSIGHTFUL LEARNING ADVENTURE TO ACHIEVE TRANSFORMATION GOALS

A sense of community spirit runs through everything that we do together. All that we experience and experiment within the Trajectories coaching community is a source of learning and inspiration for our subsequent interventions.

Since 2004, what we have learned from working alongside our clients and through our continuous review of our missions enables us to provide new and original solutions. This is the very source of our commitment to co-construct with you and your teams a tailored response to your needs.

Creating, training and leading in-house communities within your organizations are driving forces for the Trajectories community. We are fully aware that it is your own people, all agents of change, who are the best placed to guarantee the continuity of your transformation.

RECOGNIZED EXPERTISE

We all have previous senior management experience and together we have accumulated solid expertise in coaching organizations, managers and their teams. The diversity within our coaching community is one of its key strengths; the association of our individual personalities and indeed our different quirks offers a guarantee of pertinence and creativity.

OPPORTUNITIES FOR MEANINGFUL EXCHANGE

We regularly organize informal meetings attended by company leaders, HR managers and coaches. These get-togethers provide the opportunity for fellow professionals to meet, to share their experiences and learnings with regard to the stakes of transformation and go away with new ideas - keys to help them to deal with the complexity of the different situations that they are faced with.

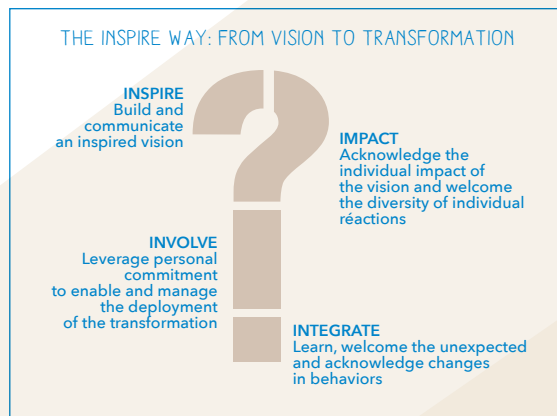
ENGAGING WITH YOU

PARTNERING

The spirit of partnership is a core component of our approach: we build with you the foundations of a harmonious, efficient and effective collaboration in order to instigate human and organizational change as close as possible to where you need it.

GIVING GENEROUSLY

We like to shape and draft solutions that can be used like a compass, a must-have tool for finding one's way in complex situations. We take great care to ensure that you can take full ownership of these tools, using them knowingly and freely, with no need of further assistance.



ACHIEVING RESULTS

Our aim is to establish a long-lasting partnership with you, going somewhat against the current trend for quick, stopgap solutions. Our focus is on paving the way for in-depth change by creating a virtuous loop linking trust and confidence with performance. We measure with you the results of each stage in the process so as to achieve visible and durable change.

"Trajectives' professional approach and code of ethics provides us with a guarantee of confidentiality, reliability, authenticity, quality relations and loyalty. What you get from them is high quality service for long-lasting results".

Claire, Vice-president of a banking group

AN ORIGINAL BLENDED APPROACH

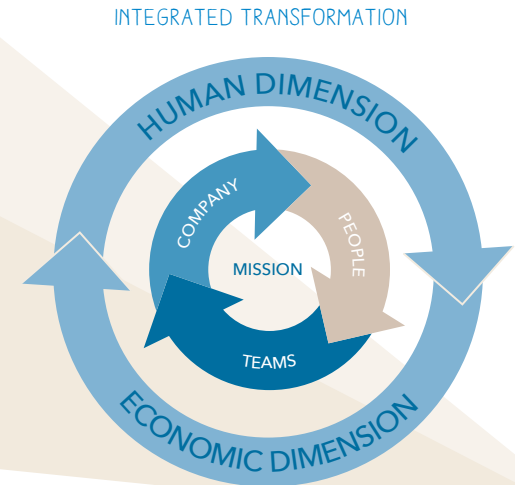
ORGANIZATIONAL COACHING: FOR ALL ACTORS IN THE TRANSFORMATION

We devise vision-focused co-construction and cooperation processes that link up all people in your organization who are active stakeholders in the transformation: management teams, change agents and other members of staff.

To address the diversity of your stakes, we invent with you solutions that provide a blend of several different methods. For each new situation, we provide a new response.

"We called on Trajectives to devise an innovative, customized coaching program that we wanted to deploy throughout the company. The combination of different approaches involving the executive committee, managers and in-house consultants yielded results that far exceeded our expectations. We saw our teams make a determined commitment to implement the changes effectively".

Philippe, HR Manager in a major energy group



INDIVIDUAL COACHING: UNLEASHING POTENTIAL

A partnership that enables managers to reinforce their leadership and deploy their full potential for the benefit of their own professional development and also the growth of their company. It takes into account each and every dimension of the person in question and also their role in the organization.

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"I needed to work on my own style of management, to challenge my beliefs before engaging my team members in a large-scale change project; this self-analysis produced positive outcomes for my team as a whole".

Leila, Divisional Manager in the Luxury sector

TEAM COACHING: TWIN COACHING FOR BUILDING AND CONSOLIDATING CONFIDENCE

An innovative "double-header" coaching solution: one coach focuses on the manager in question while the other deals with the rest of the team. This coaching method speeds up the development of the manager's performance, but also that of their team. It is particularly pertinent in the event of a major strategic shift that brings about a shake-up of management practices and requires the mobilization of large numbers of staff.

TRAINING: DEVELOPING AND SUPPORTING ALL PLAYERS

We design with you leadership programs to engage and equip the key players in the transformation process. Delivered to a single team or rolled out on a cross-functional basis, these programs provide a means of supporting managers in their role as transformation agents.

CO-DEVELOPMENT: DRAWING ON COLLECTIVE INTELLIGENCE

Our pragmatic, powerful MENTOR® model enables complex situations to be unlocked in a very short space of time by drawing on the collective resources of a group in order to come up with innovative and realistic solutions that can be directly applied by all stakeholders.

THE TRAJECTIVES FOOTPRINT

A STANDPOINT ON TRANSFORMATION

We define transformation as what happens in and around the convergence of CONTINUATION (continuous improvement) and MODIFICATION (radical change). The aims of our input are to differentiate between the two and to enable them to agilely coexist in order to create the optimum balance, i.e. TRANSFORMATION.

"I understood that our transformation was a success when I became aware of the level of well-being and pleasure that my team had attained by moving forward together; especially with regard to the resolution of issues that had been a source of disagreement until Trajectories became involved".

Damien, BU Manager in the Health sector



IN-DEPTH HUMAN AND SYSTEM AWARENESS

Inspired by neurosciences, Gestalt psychology and systemics, we take as much care of the individual, on a cognitive, emotional and relational level, as we do their interaction with their environment. We identify keys for interpreting and understanding and pinpoint high-leverage actions for creating new solutions that take people into account, along with your different systems and communities.

OUR DRIVING FORCES

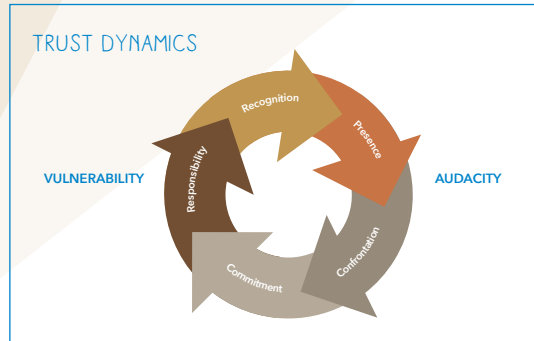
Being consciously present for oneself and for others; constantly seeking to open opportunities for fruitful exchange. **Care & Empathy** - allowing each person to find their own place, to help their peers in an enriching and durable way. **Constructive confrontation** - a positive strength in constructing team dynamics or brand-new organizational models. **Creativity and innovation** to foster the emergence of solutions that are tailored to fit your organisation.

PROVIDING INSPIRATION

We are recognized as coaches who listen closely to their clients and who deliver finely-tuned solutions to support executives and managers who are focused on performance goals but also on ensuring human well-being in an uncertain world. We would like to be seen as a "Source of Inspiration", setting new standards by means of our wide-ranging coaching experience and our state-of-the-art expertise.

"I found that the concepts that Trajectives delivered were extremely pertinent, especially the one entitled "the Optimal Coaching relationship" and also their team trust model. For each point I was able to appraise the stage of development of our management committee. Their approach is extremely rich and highly relevant to the corporate world; what's more, they really embody the messages that they convey".

Emmanuelle, HR Manager in a food-processing group



KNOWLEDGE TRANSFER

exchange communities aimed at sustaining what we deliver. We provide structured, operational management "compasses" to help people to find their way and also original solutions co-constructed with our clients. Your change agents (i.e. managers and in-house coaches or consultants) thus become self-sufficient in rolling out large-scale programs and behavioural models.

ADVANCED TRAINING FOR COACHES AND COMPANY LEADERS

We share our expertise during exploratory workshops that enable you to sharpen your awareness and understanding of the stakes at play in relationships; helping you to develop new reflexive, interactive and emotional competencies.

PROFESSIONAL DEVELOPMENT FOR COACHES

We provide collective space for all trained and supervised coaches who are looking for opportunities to further their personal and professional development by means of sharing practices and creating and trying out new ideas.

We support your in-house competency development programs and help to create practice

TRAJECTIVES

Trajectives works with organizations of all shapes and sizes, ranging from large corporates to SMEs, start-up companies and government ministries. All of the following have benefitted from our input:

DANONE

ENGIE

SANOFI

L'ORÉAL

BNP PARIBAS

AXA

LVMH

ORANGE

DIEBOLD NIXDORF

BEIERSDORF

CRÉDIT AGRICOLE

CARTE NOIRE

AMUNDI

RENAULT

MARIE-BRIZARD

HEC PARIS

ORANGINA SUNTORY

MARS

SKEMA

COFACE

LESIEUR

RTE

JOHNSON & JOHNSON

MKTG

MANO MANO

MICHEL ET AUGUSTIN

EXANE

ATOS

MINISTÈRE DE LA TRANSITION

ÉCOLOGIQUE ET SOLIDAIRE

AG2R LA MONDIALE

EURALIS

KORIAN

NEWELL BRANDS

LA POSTE

NORDIC PHARMA

THALES

We would like to thank these companies for entrusting us with their projects.