

Homo sapiens coaching

Supporting the Speaking Man

INTERCULTURAL AND TRANSCULTURAL

in French, English and Russian



Consulting

in Human Resources

Development Training

Individual or group support

Catherine de Loeper

Clinical psychologist
and psychosociologist

Founder of Homo sapiens coaching

Homo sapiens coaching, 16 résidence des Hautes Plaines, 91940 Les Ulis - France

Phone : +33 (0)6 17 23 00 69 - Fax : +33 (0)1 69 28 80 25

E-mail : contact@homosapienscoaching.com

www.homosapienscoaching.com

The concept, the phronesis

The company Homo sapiens coaching, founded by Catherine de Loeper, is based on a **more than 25 years' experience** in increasing the performance in intercultural and transcultural situations in various organizations.

In an environment that has become international, **the strain on companies to maintain their competitiveness has strong repercussions on the way people work together.**

The search for markets abroad, the relocations, the mergers and acquisitions, as well as the overture to diversity, have placed on the forefront the importance of languages and cultures. **Therefore, the challenge is how to cope with language and cultural differences.**

The recurrent difficulties concern **integration, cohesion, coherence and mutual adaptation.**

To attain its objectives, the success of any kind of human enterprise is founded on cooperation between all the persons concerned. This cooperation has to be continually nurtured.

The proposed moderating and regulating role restores confidence. It is inspired from the phronesis, a concept introduced by Aristotle, meaning “within bounds” as opposed to the hubris meaning “boundless”.

The work offered **in three languages, French, English and Russian,** gives the participants the comfort to speak their own language and be understood. Therefore, **the linguistic, psychological and cultural boundaries are fluidified for each individual and for the teams.**

The methods used are thus enriched, and a **“learning by doing” made effective in order to build cooperation between participants and help them identify together the best practices in their work.**

The fields of intervention

- **The expatriation and repatriation.**
- The team-building and team-development.
- The **diversity in companies and organizations.**
- The impatriation and **the integration** of individuals or groups of **foreign cultures, languages or nationalities.**



The interculturality and the transculturality

The interculturality (“inter” = between) expresses what takes place between cultures. **The transculturality** (“trans” = beyond, transcending) meaning **transcending cultures**, i.e. that which is **universal in human beings**.

The interculturality deals with the representations, stereotypes, prejudices occurring even without any concrete situation of communication. It also deals with the misunderstandings, conflicts and difficulties arising in day-to-day work situations.

The transculturality places the emphasis on what draws us together, on the similarities in all cultures, **without forgetting or denying the differences between us**.

In the transculturality the difference are there, but they are not presented as barriers. Therefore, the work or the methods do not have any nationality. And the resemblances are not ideological points of views on the situations and the events.

The methodology

It is the putting-into-effect, in the field of day-to-day work, an interactive permanent synergy looking for a logical cohesion between the project and the results.

A **“learning by doing”** that builds up with the methods and the teaching aids of adult’s development training: exchange, conference, action-research, experience of real-life situations, role playing, case study.

This allows them **to work in real-life, concrete situations** in which the persons and the groups are involved and **to find solutions for them**.

The coaching

The coach proposes a **flexible and rigorous time-frame**, designed **to handle actual work situations and to find the solutions**. The work can take place in English, French or Russian.

The **used concepts** are those of **the psychosociology**: status, role, norms, values, power, authority, group phenomena, organization’s structure etc.

The offered support **situates the coaching inside the organization**. It can be an either individual or a group coaching.

The work conditions and methods are adapted to each person and each situation.



Practices

- **Survey and intervention** concerning **intercultural and transcultural dimensions in the organization.**
- Individual or group **support, training and development** in what concern **intercultural and transcultural dimensions.**
- **Support for mobility and transition:** pre-departure/post-arrival, repatriation, development training, career development, finding a job, assessment and work transition.
- **Team-building and cooperation between teams.**
- **Training for interviews and meetings.**
- **Problem solving sessions.**

Your interest

- **Flexible setting to adapt your field.**
- **A knowledge of individual and group functioning.**
- **Availability, reactivity and interventions' follow-up.**
- **Lower costs** due to a light structure.

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Catherine de Loeper

*Clinical psychologist (Institut de Psychologie of Paris)
and psychosociologist.*

*Guest Lecturer at Paris XI and Paris V Universities
30 years of experience, 25 in international Human Resources.*

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