



## France: James Dillon

**Location:** Paris  
**Nationality:** American  
**Languages:** English / French (fluent)



For over 30 years now, James has accompanied individuals and teams in change processes in corporate environments in France. His qualities as a coach and facilitator have been proven in a wide range of sectors: finance, telecoms, IT, electronics, construction, aeronautics and medical. His international clients call on him to create cohesion, reveal talents and reinforce their competitiveness in a multicultural context. In concrete, pragmatic ways, he contributes to strategic performance by getting companies to build and transmit a shared vision and to integrate diversity to meet their goals.

He has carried out 'training-action' missions in both English and in French involving communication, management, leadership, human resources and negotiation issues. Since 1999, he has been called on to coach managers, basing his coaching approach on multi-level listening, on a systemic vision as well as on situational management, cognitive and behavioural tools.

A regular columnist in both French and English on coaching matters, he was recently commissioned to write a White Paper in French that describes, among other best practices in coaching, Marshall Goldsmith's Feed-forward and Mini-Survey approaches.

Sectors / clients include:

- Academic: MBA students (Business Project Management)
- Aerospace (eg, Sodern (EADS))
- Banking / financial services (eg, AXA, Bloomberg, Generali)
- Engineering / construction (eg, Bouygues)
- FMCG (eg, Bacardi Martini, Danone, DIM, P&G)
- IT / telecoms (eg, Ascott, Axians, Cisco, Compaq, Dell, Hewlett Packard, Ilog, Microsoft France, Philips, Sab Ingénierie Informatique, Sybase/SAP, Thomson Electronics, Valeo Electronique)
- Media (eg, Disney Animation, La Française des Jeux)
- Medical (eg, Pfizer)

Specialisms include:

- Executive coaching
- Communication Skills
- Corporate/Organizational
- Team Effectiveness

Qualifications include:

- Graduated from Tufts University (Boston)
- Professional Certified Coach (International Coaching Federation)
- Accredited member of the European Mentoring & Coaching Council (EMCC)
- Certified to use a number of tools and methods, including: MBTI, Team Management Systems (TMS), Opportunity Orientation Profile (OOP), Hogan Leadership Index, Organizations, Relations, Systems Coaching (ORSC), Co-Development (Réseau Aramis), Neuro-Coaching Programme (Dr. Paul Brown, CoachSource)