



## Frédéric Moreau, Organizational Agilist

« I help humans in their individual and collective transformation to adapt their strategies, organization, behaviors, and mindset in order to be constantly aligned with their ever-changing environment. »

Frédéric is on a mission to help organizations adapt to the new economy and bring performance and happiness to its stakeholders; employees, executives, customers and shareholders.

### Areas of Expertise

- Organizational Agility
- Strategic modeling
- Leadership & Management
- Innovation & Intrapreneurship
- Organizational structure
- Business & Market Analysis
- Digital Platforms & Tools

### Work Done

- Conferences
- Workshops
- Trainings
- Team Coaching
- Individual Coaching & Mentoring
- Consulting

### Main Deliverables

- Transformation strategy framework
- Stakeholder engagement barometer
- Organizational model with management tools

### Recent Assignments

- BDC - Redesign of a service offerings. Definition of a global roadmap, facilitation strategic vision alignment.
- National Bank of Canada - HR Project kick-off alignment of 19 executives to change the way people collaborate.
- Canada Council for the Arts - VUCAVU project - definition of the agile strategy of the media art distribution platform, leadership agility of the management team, facilitation during the recruitment process of the executive director.
- Emergentsys - Leadership agility, individual and collective coaching, for the improvement of applications' delivery to clients.

Frédéric defines his work as "putting humans in confident motion" in complex change environments, with many uncertainties and high risks for the organization. The programs he builds bring people together for innovation, leadership, organizational development or corporate strategy initiatives.

There are three main deliverables that come out of his programs:

- A transformation strategy framework that integrates business, organizational, cultural and product & service dimensions depending on the desired scope.
- A human engagement barometer with measurement indicators on both tangible and intangible performance aspects.
- A model of organization adapted to the context, as well as the tools to develop the model autonomously for the organization.

He works with executives and operational teams to increase individual and collective performance. His clients include organizations such as the National Bank of Canada, the Business Development Bank of Canada, and the Canada Council for the Arts.

As a leader in organizational agility, he also volunteers:

- Steering facile.co, the community of facilitators in organizational agility,
- Contributing to Agile Montréal growth as a member of the Board.

Before founding the consulting firm PÖL Digital in Montreal in 2013, he worked for more than 15 years in consulting firms, starting his career at Publicis Group in Paris, France. He helped large organizations to develop in Europe such as Cisco Systems, France Telecom, Deutsche Telekom, Sprint, the European Commission and its agencies. He then led organizations in the digital publishing sector in Europe and Canada for 10 years, holding marketing and executive management positions in high-transformation markets. He has led multidisciplinary and multi-cultural teams of 4 to 100 employees for 20 years. Over the course of his career he has advised more than 200 companies around the world in strategy, transformation, leadership, management and digital innovation.