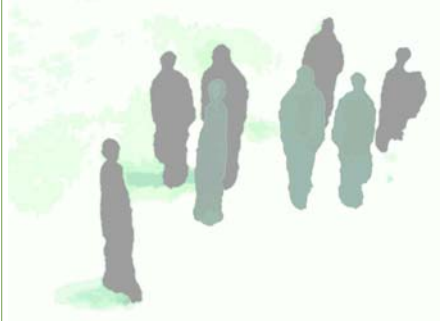


Network Associates



Frederic
Deroche

Professional Biography



Frederic Deroche works with Right Management, where he helps managers, team leaders, and decision makers to think—and then act—on their leadership/communication styles. His focus is to help them to improve their efficiency and impact in situations in which they need to “make a switch”, in order to be consistent with the performance expected in their changing role or context.

In his leadership role within Right Management, Frederic serves as Internal European Master Trainer for building and leading trainings to the Right Management coaches in Europe, to enable more consistency in their approach to global projects. He is also their Subject Matter Expert for coaching. Frederic is responsible for Right’s international Top Executive 360° Feedback Program for a major insurance company in seven European/Mediterranean countries.

Frederic is also an Executive Coach, and has dedicated himself to his leadership coaching practice. He continues to develop his expertise by training in coaching and management, and also subscribes to a supervisory board. In the process of his coaching interventions, Frederic mainly uses a systemic approach, organization sociology, management, and interpersonal skills.

He works in French or English with operational executives, experts and business unit heads. He has worked with French, German, American, Chinese, Spanish, and Russian clients, from companies including: AXA, QUEST, EMAP France, ALTRAN, PROCTER & GAMBLE, DIMENSION DATA, DANONE, BPI, CEGEDEL, CREDIT AGRICOLE, TOTAL, IVECO, HENKEL, DEXIA, PPG, RECKITT BENKISER and INERGY Automotive Systems.

Prior to joining Right Management, Frederic worked for ten years at the Social Management Institute in Paris (IGS) where he specialized in counseling and management training in a myriad of international environments. He also led social innovation, getting involved in the establishment of Quality Circles in companies in Switzerland and West Africa, where he was responsible for leading World Bank projects on change management with Japanese and American colleagues.

Frederic is a Graduate of the Higher Business School (Ecole Supérieure de Commerce) of Clermont-Ferrand (France) and received his Certificate of English Proficiency from Cambridge (GB).

He is a Certified Professional Coach by the International Coaching Federation, and has completed programs in ‘Coaching’ by International Mozaik. Paris, and the ‘Systemic Approach’ with “Ecole du Paradoxe”, Paris.