

## Contact

0781753902 (Mobile)  
berengerepele@gmail.com

www.linkedin.com/in/  
berengerepele (LinkedIn)  
www.capgemini.com (Company)  
www.4ltrophy.com (Other)  
www.esc-rennes.fr (Other)

## Top Skills

Change Management  
HR Consulting  
Business Change Management

## Certifications

Insights  
Wave

# Berengere Pele

L&D Director  
Greater Paris Metropolitan Region

## Summary

Experienced Talent Manager with a demonstrated history of working in industry. Skilled in Training Delivery, Business Process Re-engineering, Training, Human Resources, and Intercultural Communication. Strong human resources professional with a Master of Science from Rennes School of Business

#UnframedThinker

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## Experience

Sopra Steria  
Directrice Programmes Academy Groupe  
September 2020 - Present (2 years 11 months)

Rennes School of Business  
Professor Executive EMBA  
January 2021 - Present (2 years 7 months)  
Rennes, Brittany, France

Applied Organisational Behaviour

Tereos  
Talent & Leadership Manager  
April 2017 - August 2020 (3 years 5 months)  
Paris Area, France

- Performance Management: Managing our annual performance review cycle (from Process & Policy design to system implementation via Cornerstone)
- Talent Management: Managing our Talent Management approach (from defining what is potential to designing our process identify potentials, and training the HR community)

Other Projects:

- Designed the new leadership model for Tereos and corresponding training curriculum

- Personality questionnaire : selected and rolled out Wave Focus (from Saville Consulting) to France & Brazil – to support recruitment activities as well as individual and team development
- Designed and delivered a programme aiming at creating a feedback culture at Tereos

## AkzoNobel

3 years 8 months

### Talent and Organisational Development Manager

April 2014 - March 2017 (3 years)

- Responsible for Recruitment, Learning and Development and Talent Management for 1850 employees spread across 9 legal entities in France
- Lead a team of 4 permanent employees (2 recruiters and 2 training coordinators) and 2 trainees
- Managing the L&D Budget and the recruitment budget for France

Key achievements include:

#### Recruitment

- o Stabilised the recruitment activities for France (decreased time to fill targets, reduced recruitment costs by 40% and implemented target process)
- o Drove the use of Taleo Recruitment in France

#### Learning & Development

- o Implemented Taleo Learn the new learning management system in France
- o Rolled out of the new managements curriculum in France, incl. currently getting certified to deliver one module – Crucial Conversations and trained HRBPs to deliver the new People Manager Programme modules for managers
- o Assessed the impact of the new French law relating to training and currently driving the action plan implementation
- o Currently Global Change Management Training owner and as part of this redesigned the training course

#### Talent Management

- o Developed an approach to make this new role live in France during Q4 2015
- o Launched the Onboarding days for new employees

### Head of learning and development for France

August 2013 - April 2014 (9 months)

- Responsible for implementation of the annual training plan for 1850 employees spread across 9 legal entities in France - budget of 1 million euros
- Lead a team of two training coordinators

Key achievements include:

- o Designed a new training needs analysis (TNA) process for 2014 training plan (first time the TNA was conducted centrally for all entities) , run it and developed costing options
- o Conducted an RFP from needs analysis to the selection of a national provider for English training, including the development of a new approach to language trainings (blended approach)
- o Finalised an RFP for the selection of a provider for in-stores sales staff training and implementation
- o Designed and implemented a new reporting process
- o Implemented the Advanced Sales Academy (corporate training programme for mobile sales force) in France
- o Launched the new Group performance management system (designed communication and training approach and plan, trained 200 managers and the entire HR community)

## Mercer Management Consulting

Associate - Human Capital

February 2012 - July 2013 (1 year 6 months)

London, United Kingdom

Key projects:

•HR consultant, African Development Bank (Tunisia)

- 1.Documented and reviewed 4 key HR Processes (Recruitment, Performance Management, Personnel Data Administration and Onboarding/Separation) and identified improvement opportunities
- 2.Conducted HRIS functionalities audit
- 3.Acted as a panel member for the Department Restructure – 50 interviews conducted to allocate HR team members to the best suited role for their skillset
- 4.Designed and delivered a training for HR Managers – “ Delivering 360 feedback results”

•HR consultant, Estee Lauder

Designed a Centre of Excellence for the management of compensation and benefits

- Project manager, Luxury Goods sector

Project manager for the launch of an employee engagement survey for several clients within this sector

## Capgemini Consulting

Consultant

February 2009 - February 2012 (3 years 1 month)

Management Consultant at Capgemini Consulting UK - Change management and HR Consulting - Public sector and Financial Services

Key projects:

- Business Analyst, HSBC

Developed a set of recommendations (covering business processes, tier 1 to tier 6 organisation chart and capability improvements) as part of the operating model review of the bank global payment system platform.

- Communications Manager , British American Tobacco

Communications Manager ( product development and Reenergising Events Organisation) for a major transformation programme of the client Supply Chain

- Internal Change Management Consultant, Capgemini Consulting

Launch of a social networking platform for Capgemini Consulting Global ( Approach Development, Communications and Stakeholder Engagement, Training)

- Project Manager and Change Management Consultant, RBS

Responsible for managing the office move of more than 1,000 employees' across the London campus within a short period of 7 months. communications and project managing the implementation of the project.

- Communications & Stakeholder Engagement Advisor for Business Transformation Project, Skills Funding Agency

Developed an overarching strategy and plan to bring together work being carried out across the different delivery partners involved in implementing a new framework for vocational qualifications to learning providers.

- Training Consultant for SAP Implementation, Transport for London

Developed training gap analysis and training approach including a comparative analysis of the different possible training medium

- HR consultant for Capgemini Group

Enhanced the new performance review process for the company top 100 Vice Presidents and prepared their launch at the annual management team meeting- included developing supporting guidance and templates that would in the future facilitate the adoption by the users

## Capgemini University

3 years 8 months

### Consulting School Program Manager

December 2005 - January 2009 (3 years 2 months)

- Client relationship: Establish and ensure strong working relationship with event sponsors

- Communication: Liaison between sponsor and the Capgemini University team to define and align project's objectives. Promote and sale school programs and events throughout the Group

- Coaching: Train back office members located in Mumbai, India to fulfill project tasks and deliverables

- Project Management: Develop project plan for Consulting School events (300+ international participants). Provide regular progress reports to sponsors

- Budget Management : Budget management and follow up of 3,3 millions Euros

### Group Internal Communication department

June 2005 - November 2005 (6 months)

- Published articles for the Global Internal Website

- Contributed to the formalization of the Internal communication processes

- Events planning and organization, events promotion and events assessment

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## Education

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Master of Science, International Business · (2004 - 2005)

Rennes School of Business

Master, International Business · (2002 - 2005)

Lycee Saint Vincent

Classes Preparatoires Grandes Ecoles, HEC (Science Field) · (2000 - 2002)