

CURRICULUM VITAE



Jean-Pierre Heiniger

Leadership Consultant – Executive Coach
Consultant on Organizations with Advanced Federal Diploma
of Professional Education and Training - SIPRA

Expertise:

Organisational Development: Jean-Pierre offers psychosocial facilitation aimed at *stimulating the potential for learning and collaboration* of people working together in an organisation by involving everyone in a *collective analysis of their situation, decision making* and the *accomplishment of projects*, empowering the organisation to implement *sustainable, autonomous action*. The objective of OD is to nourish increased organisational performance by linking the polarities, sometimes contradictory, of the relational dimension with the magnitude of the task.

Leadership and group dynamics: development of skills for improving *influence* (leadership) in a team and an organisation, and a conceptual understanding of the *challenges* for achieving a positive group dynamic.

Individual and group coaching: *support tailored to meet personal and professional challenges faced by leaders and teams*. Coaching aims to develop human potential and support leaders in their task of managing staff, capitalising on assets to realise the potential of the human resources at their disposal.
Individual and group coaching allows us to *learn to understand organisational behaviour* within the specific context of repressed feelings, which all too often impede the fluidity and flexibility required in complex teamwork. *By taking a step back*, we can better understand the complex reality of what is required to achieve sustainable development.

Experiential training: Structured, scenario-based team exercises (indoor or outdoor) embodying *learning through experience*: a clear and personal experience, the understanding of which can be effectively integrated into everyday life. This approach also aims to explore the attitudes and dynamics in teams around themes such as communication, leadership, team building and conflict management, highlighting rational and irrational processes.

Who I am and what are my values and beliefs?

I grew up in Laos as an expatriate during my first 11 years of life. The world that I was exploring as a child in South Asia was full of uncertainty and chaos. The Vietnam war was destroying the lives of hundred thousand of people Yet, the setting was one of primeval forests and beautiful landscapes full of wild animals. It was a simple life yet coupled with risk and a deep underlying sense of being different from others as an immigrant to the country.



I was born in Geneva, Switzerland just before leaving for South Asia. I'm number four in a family of five boys. I've learnt from early age to understand how simple things can make a huge difference in relationships and how experiential learning can encourage curiosity and help develop an entrepreneurial drive in a life journey.

Since 1991, I live in a small (150 inhabitants) village located in the high Alpine area (Valais) with my wife and family of four young adults. It is an environment that helps me keep alive the connection with my past by providing a life of simplicity, exploration and maintaining a deep connection with people and nature.

By the age of 17, I was deeply bonded to my life in the Swiss Alps enjoying my passions of hiking and climbing high mountain peaks. It is here that I grew my basis of responsible leadership and courage. In climbing more than 86 summits over 4000m I have learned something new with every climb. Embracing and balancing fear and joy, pain and passion, unknown pathways and familiar landscapes, risky decisions with relaxing moments looking at the sunset. For me, the connecting rope linking each climber strongly represents what I understand about responsible leadership. When you climb with a group of people their lives and your lives are connected through the rope and each relies on the other to make the journey together.

The high Alpine nature teaches you to respect yourself, others and the power of nature. The mountains always invite you, sometimes not, to visit them with respect. You never conquer a summit, it's a bonus, going down is mandatory! You learn to let go what is not essential and to be assertive in moments of difficulties. It's a school of life where you learn to stay within yourself still and calm, even when the powerful nature around you is in a rage!

After more than 60 years exploring this world, through various activities ranging from social work to business activities, supporting non-profit organizations in development countries and business schools helping managers to enhance their leadership skills, I believe that our main challenge as human beings is to stay simple, serene and grounded. This fundamental attitude helps us to stay alert and ready to continue to learn and explore the unknown territories of our lives and, meanwhile, to continue our Personal Journey. A Journey that has to do with what is essential in our relationship with ourselves, others, work and the nature our supporting environment essential to stay alive.

I'm deeply convinced that Business and Social activities are essentially entwined in the Society and in our lives; they need to be connected and related at many different levels, particularly regarding the way leadership and group dynamics are practised at Work and in the Society. This is what I call Responsible Leadership! I believe that humanity will have a sustainable future only if we share together the responsibility to balance Performance (progress) and Cooperation (solidarity) in a respectful way with a direct articulation to strong Values, like Integrity, Fairness, Respect and Love.

My life needs to be connected to a larger system of representations that transcend my Ego and gives a purpose, a vision to share with others about what kind of humanity we want to build together. I believe that each of us is capable to build his own path through life only in a society that provides a social environment where the Human Rights and Nature are respected.

I am convinced that I need to regularly extend myself by exposing myself to change and new social representations while keeping a balanced equilibrium between secure bases and unknown territories. Real change is about letting other representations transform my own personal way of representing the reality. I understand that my reality is a construction: I select, organize, and interpret the reality in my own way to give meaning to it within my own set of values. Sometime, just because I'm anxious and confused with a need of control. To summarize, I believe I construct or invent the reality more than I discover it! Therefore, this reality needs to be confronted by other points of view through deep and engaging dialogues.

“We don't see things how they are; we see things how we are!” Anais Nin

ACADEMIC AND PERSONAL BACKGROUND

Academic Credentials

Credential	Subject	Institution	Graduation year
Diploma	Mechanical Technician (micro-mechanic)	Ecole des Métiers from Geneva/Switzerland	1975-1978 (4 years)
Bachelors	Social Worker – Socio Pedagogy, Psychoeducation	IES Geneva HES.SO (Haute Ecole Spécialisée) and Université of Montréal	1983-1986 (4 years) 1985-1986 (6 months)
Post Graduate CAS	Certificate as a Trainer for Social Worker	CFPS – HES.SO (Haute Ecole Spécialisée)	1992-1993 (27 days)
Post Graduate CAS	Certificate in Systemic Approach (Family Therapist)	INPER – Institut de perfectionnement Lausanne	1995-1997 (36 days)
Post Graduate CAS	Certificate in Consultancy for Social Institution	Cefoc – HES.SO (Haute Ecole Spécialisée)	1999-2001 (20 days)
Post Graduate CAS	International Diploma in Psycho-Sociology	DISAPS, Summer University of Liege, in Belgium	2004-2005 (2 months)
Master	Coaching & Leadership	IDC (Geneva)	2007-2008 (20 days)
Master	Consultant on Organizations with Advanced Federal Diploma of Professional Education and Training	Federal Diploma SEFRI ASC -Supervision-Coach -Organizational Development	2019 (1 year)

Professional Training and Qualifications

From 1987 to 2002, I did many training on the Attachment Theory with George Kohlieser (more than 55 days) Therapeutic Training and Personal Development.

I also did many training sessions around group dynamic and group relations during these last years. These sessions were the most significant ones:

- With Prof. Vincent Lenhardt (1993) – Transformation, Paris – Coaching and Personal Development (9 days);
- with A.K. Rice Institute (2002) – Chicago – Group Relations Conference (7 days);
- with Prof. Pierre De Vischer (2004) – University of Lausanne – Group Dynamic Phenomena (5 days);
- with IFSI (2008) – Paris - TransformaCtion - Group Relations Conference (8days)
- with OPUS Consultancy Services (2011) – Advanced Training in small group processes (3 days)
- with Energy in Group (2012-2013), 3 modules training program (16 days) called “Further developing mindful practice of Consulting and Leading”. A program run by Group Relations International
- with Tavistock (August 2014), Leicester Group Relations Conference, Training Group (13 days)
- with IMD (Feb 2017), Advance Strategic Management (ASM) with Prof. Albrecht Anders, a 3 weeks program
- with IDC (April 2019), 3 days with Stephen Gilligan, The Art of Generative Coaching

I hold a couple of psychometric certifications: Profile (PDI-2007), Personal Directions (MRG-2008), PROFIL enneagram (Profil hp-2009), NEO PI-R (Teamfocus-2011), MSCEIT (2014). I’m trained to work without an official certification also with different tools like: MBTI (I-II), different type of 360 instruments, HOGAN Derailers, FIRO-B, Change Pro simulation.

I have been involved for 18 years (since 1991) as a Trainer and Program Director of a 4 weeks training (Post Graduate HES.SO at the Swiss National School of Macolin) for Sport Teacher and Social Pedagogue using Movement, Games and Sport in the therapeutic and rehabilitation field.

I have been also involved as a visiting professor in Social Worker Schools of the French part of Switzerland on different courses focusing on leadership and outdoors activities since 1995.

I have been trained by the Swiss National School of Sport and I got through their training as a Ski and Mountain Climbing Instructor with a Certification (total of 5 weeks training). I have climbed 86 times over 4000 meters’ summits and climbed all the 4000 of Switzerland.

Key Elements of Professional History

My past professional responsibilities include:

- working as a Mechanical Engineer at Dupont De Nemours Int. SA (4 years),
- as a Human Resources Manager at Gardy SA in Geneva (1 year),
- as a Therapist in a therapeutic community, Le Toulourenc in Geneva, for drug addicted adults (4 years),
- as a Pedagogical Coordinator and an Executive Director of Association La Fontanelle; a therapeutic community for drug addicted youth (3 + 8 years).

As an Executive Director, I was in charge of:

- a team of 20 social pedagogues and 18 young people (clients 15 to 18 years) with a very heavy behavioral and psychological problems,
- the Strategy and the Vision of the organization,
- the General concept (rehabilitation/therapeutic),
- Therapy with the clients and their families,
- the Social reintegration network of the clients,
- the Institutional budget of 3.5 million Swiss francs,
- the PR with the Cantonal Social Services and the Juvenile Justice of the Swiss French part.
- the Communication & Advocacy with the external stakeholders and the Swiss media (2002 – 5 hours on TSR 1 and other contributions)

Present Activities

I'm the Founder (Nov. 2002) of POPLAR R&D-Sàrl. I share my time between:

- Business Schools (around 80 days per year for IMD, INSEAD, CBS, SKOLKOVO, CEIBS). I'm mainly involve in Leadership Programs as a Leadership consultant and Executive Coach.

My biggest contribution is with IMD (around 60 days per year). I have been part of the design of HPL (with Prof. George Kohlrieser in 2003), MP (with Prof. Ben Bryant), BOT (with Prof. Jack Wood). Since 2001, I have been working on various leadership programs at IMD like: HPL (70x), BOT (30x), MBA (10x), MP (6x), PED (5x) and for In-Company programs: ABB, SEB groupe, Schindler, METSO, UBS, Crédit Suisse, Carrefour, Zurich Assurances, Stora Enso, Carrefour, Aggreko, Shell, Daimler, YPO, Hitachi, GSK, SITA, BUCHER.

I have been working for INSEAD on LEAP (Leadership Excellence through Awareness and Practice) from 2012 to 2017, a new Leadership program based on 3 modules for a duration of 9 months with follow up coaching (20 days) with Prof. J.F. Manzoni, now President at IMD.

- Terre des homes - Foundation in Lausanne, a Child Relief Organization NGO (20 days per year, mostly OD work with the Management Team and training on psychosocial issues around the world for Child relief psychosocial projects);
- Social Institutional Consultancy in the Swiss French part (5 to 10 days per year);
- OD Consultancy for various Companies (10 to 20 days per year) like Merck Serono, Husky, UCI, AGIP, Plumettaz SA, Julius Bär, Tetra Pak, Kudelski SA, Gfi East Sp. Zo.o, Etat du Valais, BLKB, MIFROMA SA, BOBST, EcoRobotix, UCB.
- Executive Coaching (around 6 persons per year for 10 hours/pers.)

The administration of my own company POPLAR.

Private activities and commitments

With Madeline my wife, we have 4 children (born in 1987-1988-1991-1994), 2 boys and 2 girls. My wife was the President of our village from 2004 to 2013. She is now a Deputy at the Canton du Valais Parliament since 2013.

From 2005 to 2013, I was elected 2 times as the "Judge of Commune" of my village.

I was also President of Association Sport and Games of Mex from 1998 to 2014. I've initiated the creation of a sport field and a small ski lift for the Children of the village.

I hold also a Certificate in Theology (1982-84) and attended a couple of courses at the University of Geneva.

I was part of the local team of Fire Worker for 5 years. I was also a Sergeant in the Artillery of the Swiss Army.

Mex, December 2019