
EXECUTIVE PROFILE



Cécile Demailly

LEADERSHIP CONSULTANT

“Cécile helped us to begin our web 2.0 story through conferences and interviews. Her knowledge and her sense of pedagogy provided us a good kicker to understand what was really going on in this domain and what could be useful for us. She worked as well with our HR population and with IT people. Her value was really appreciated.”

Christian Guet

Human Resources Director
Groupe Lergardère
France

Cécile has been a consultant, coach and facilitator for the last 15 years, working with organizations, teams and individuals on their change challenges including cultural transformation, leadership and performance development. Her motto is “Human first”. She is also a researcher, focusing on organizational subjects such as digital transformation, middle management evolution, neuroscience in the service of change, sustainability and diversity, and has published several white papers.

Cécile held executive management roles in high-technology multinational companies for over 20 years, leading product management teams at EMEA and global levels for AT&T Business and IBM. She is experienced in people management, international governance and planning, strategy definition and deployment.

Working now as a leadership coach, Cecile focuses on unlocking her individual clients’ potential and abilities; when coaching teams or groups, she focuses on revealing and empowering systems, and developing collective intelligence and agility. She has a unique approach including systemics, and behavioural and cognitive development.



Cécile is an alumnus of HEC Paris and Oxford Saïd Business School and is a trained practitioner of the Neurocognitive and Behavioural Approach (Institute of Neurocognitivism), ORSC™ (Organization and Relationship Systems Coaching). Other degrees and certifications include ICF certification in progress, exp. end 2019 Social psychology (Wesleyan University) Lominger voices (Korn/Ferry) VIP2A (Institute of Neurocognitivism).

Cécile works in English and French.