



James Dillon - Speaker

Biography

For over 30 years now, James Dillon accompanies individuals and teams in issues involved in change processes in a corporate environment in France. His international clients call on him to create cohesion, reveal talents and reinforce their competitiveness in a multicultural context. In concrete, pragmatic ways, he contributes to strategic performance by getting companies to build and transmit a shared vision and to integrate diversity as a way to meet their goals.

James Dillon has carried out “training-action” missions both in English and French for over 30 years involving communication, management, leadership, human resources and negotiation issues, especially for Philips and Sodern (EADS). Since 1999, he has been called on to coach managers, both for individuals and teams. He bases his coaching approach on multi-level listening, on a systemic vision as well as on situational management, cognitive and behavioral tools.

His educational background includes a degree in Theater and Literature from Tufts University in Boston. As member of the French Association for Directors of Human Resources (ANDRH), he participates actively in HR taskforces. As an accredited member of the European Mentoring & Coaching Council (EMCC), he contributes to promoting professional ethics and practices.

He broadened his knowledge of coaching with a certification program conducted by Mediat-Coaching in Paris. Subsequently, he obtained a Myers-Briggs Type Indicator (MBTI) certification. He is also accredited to use Team Management Systems (TMS) in order to work on team dynamics, along with Opportunity Orientation Profile (OOP). He is certified in ORSC, Organizations, Relations and Systems Coaching as well as in Co-Development Facilitation.

As a Professional Speaker (www.speakersacademy.com), he gives conferences on dynamic change processes, leadership and teamwork as well as on integration, diversity and sustainable development challenges in corporate settings.

Speech: The Challenge of Participative Management: transformational keys and insight

Leaders generate opportunities with employees when they empower them to participate in making compelling choices. Some leaders must let go of a narrow vision of power and authority to engage people in finding strategic sense and new initiatives for their work. Employees see the ways to develop their skills and talent with autonomy. They begin to

trust the participative process and their manager, discovering greater fluidity in the workplace. James Dillon shares insights and a coaching case.