

Independent Management Consultancies Network IMCN

European

Professional

Personal

*Name of the firm***Altair Conseil***Full address
(incl. phone, fax)*

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*Established***1992***Responsible person for the
network***Bruno Gourévitch***Name of managing partner(s),
executive director(s)*

Bruno Gourévitch, Managing Partner
Didier Bonfils, Managing Partner

Name of senior consultants

Pascal Depoortere
Jean-Stephane Gourévitch
Jean-Michel Garnier

*Total number of consultants***5***Number of associate
management consultants
(at least one entire assignment
together)***3****September 2010**

(The profiles of the members are permanently updated. Please ask for the latest version.)

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Specialisations (main fields of activity/ FEACO classification)	Corporate strategy and organisation development. Human resources (including executive search and interim management). Production and services management (including technology, logistics, R & D and quality control). Information technology and systems. Project management. Risk, crisis and continuity management
Type of clients/branches (industry sectors)	Industries (pharmaceutics, chemistry, mechanics, metallurgy, electronics, aerospace, car, food, consumer electronic and capital goods, etc.) Civil engineering Facilities (highways, ports, water, energy, etc.) IT and telcos Services (publishing, advertising) Distribution and retail Banks and finance (retail and investment banking) Insurance and welfare Public services (departments, local councils and cities) Health (hospitals, laboratories, medical boards, etc.)
Consulting products or service packages (self-developed)	Strategic planning & deployment plans Management systems and practices review and redesign Mergers & Acquisitions project development Change management and project management Pay and social policy review and redesign Psychosocial risk analysis and prevention plan Business process modeling and organisation development Enterprise Risk Management design and implementation Continuity Management Plan & Process Crisis management implementation, training and exercising
International practice (foreign countries where assign- ments were completed; in order of priority)	UK USA Germany Italy Africa
Language ability in the firm	French English Italian
Professional membership and cooperations	Compagnie Nationale des Experts Judiciaires en Finance et Diagnostic d'entreprises Chambre des Experts près les Cours Administratives de Paris et de Versailles

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Mission statement / consulting philosophy

To be one of the best in class consulting firm in transformation and risk management systems and solutions.

To maintain a human sized consulting firm with high ethical values and differentiated methodological approaches based on expertise, proximity, frankness & honesty

To meet with our customers' highest levels of requirement towards excellence in our management and consulting practices, and demonstrate performance enhancement capabilities in every assignment.

Credentials (short description of some typical assignments)

- Type of client / branch (industry sector)
- Field of activity
- Assignment summary and results

TELCO OPERATOR

Support to defining a new business development strategy and organisation, managing the four French IT & Telco subsidiaries merger project and implementing a HR development and change management programme.

FRENCH BUILDING EQUIPMENT GROUP

Support to restructuring this family owned group into two separated branches, defining a branch business plan, managing acquisition and merger projects within this branch, anticipating and dealing with social and legal issues (downsizing, pay structure, etc.) and developing change management programme.

FRENCH LABORATORY

Audit and redesign of corporate and subsidiaries international development, marketing, sales and support process and organisation .

HEALTH INSURANCE AGENCY

Support to defining and managing the recovery plan after the explosion of a local head office. Designing the crisis management plan and the BCP model for the group (200 local agencies) based on this local feedback.

Selection of important and well known clients (location)

GDF-Suez
Crédit agricole
Caisses d'Epargne
Vinci Eurovia
Alcatel
Crédit Mutuel
Gendarmerie nationale
Danone

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*Partners / senior consultants
short profile*

BRUNO GOURÉVITCH – Managing Partner

Bruno Gourévitch graduated from Paris Institute of Political Studies, National Institute of High Security Studies, and holds a Master at Law.

Bruno started his professional career as a MIS Consultant within Arthur Andersen & Co consulting division and a manager at Eurogroup Consultants before creating Altair Conseil in 1992

Bruno qualified as a firm's diagnosis and evaluation expert at Paris Court of Appeal and as an organisation and IS expert at Paris and Versailles Administrative Court of Appeal. He serves in the French army as a field reserve officer. He is member of the board of rest homes. Bruno is also part-time lecturer at Troyes Technology University.

DIDIER BONFILS – Managing Partner

Didier Bonfils graduated from INSEEC Business School and holds a Master in business administration from Paris Business School – Europe. Before creating Altair Conseil with Bruno, he was CEO's representative at Alcatel Group and then Manager at Eurogroup Consultants. Didier is part-time lecturer at Paris Business School – Europe.

JEAN-STÉPHANE GOURÉVITCH – Senior Manager

Jean-Stephane holds a Ph.D in Law from Paris University. He has been Chief Regulatory & Public Affairs Officer in different Telco Cies (France Telecom, Orange, Global Crossing, Verizon, Colt, Ofcom, Colt, etc) and Principal at Deloitte & Touch.

PASCAL DEPOORTERE – Senior Manager

Pascal Depoortere graduated from National Institute of High Security Studies . He was Sales Officer and then Chief Security Officer in a major retail group before collaborating with Altair. He specialised in risk and crisis management and security.

JEAN-MICHEL GARNIER – Senior Manager

Jean-Michel holds a Master at Law. He started his professional career as a journalist and lastly was Chief Editor in a major French economic newspaper. He specialised in business strategy and corporate and crisis communication.