



# SOPHIE LEDUC

ORGANIZATIONAL DEVELOPMENT CONSULTANT  
LEADERSHIP DEVELOPMENT EXPERT  
PROFESSIONAL COACH AND TRAINER



«The best executive is one who has sense enough to pick good people to do what he wants done, and self-restraint enough to keep from meddling with them while they do it.»

*Theodore Roosevelt*

## Bio

Before becoming a consultant, Sophie accumulated 15 years of professional experience in human resources in the private sector, notably in the aerospace and entertainment industries. She majored in psychology, holds a master's degree in industrial relations (MSc) and the professional title for human resources professionals in Quebec (CRHA). She works primarily in management training, potential analysis, psychometric tools, team consolidation and talent acquisition. With a dedicated and personalized approach, she develops initiatives and tools to accompany managers through their team management, as well as psychometric tools in order to effectively manage talent within the company.

Strategic and composed, Sophie is known for quickly catching on to her clients' challenges and taking action. Being of an expressive and enthusiastic nature, she intuitively establishes relationships with people to expand their self-knowledge and personal abilities. She believes that each person is capable of transforming through the challenges they face. Her entourage recognizes for her ability to simplify concepts and "say it like it is." In her spare time, Sophie takes great pleasure in savouring a good meal and discovering the flavours specific to the places she visits with her family.

## MPO Personality

Originality



Emotional spontaneity



Assertiveness



Extroversion



Pace



Structure



Adaptability



## Education

- Major in psychology and minor in arts and sciences (Bachelor's degree by accumulating certificates 2000)
- Master's degree of science in industrial relations (Thesis on e-learning transfer 2003)
- Trainer certificate – Interactive Dynamic at Work IDW (2006)
- Analyst MPO certificate (2012)
- Professional coaching (expected in 2019)
- Individual coaching

## Work experiences

- 15 years of HR experience in private companies
- Corporate training for 12 years
- Team coaching
- Various mandates as organizational consultant

## Fields of intervention

- Leadership development and introduction
- Interpersonal communication (Team and individual dynamic)
- Potential analysis (internal and external)
- Next generation development
- Team consolidation (Environment, commitment, conflict management)
- Coaching approach appropriation of one's team
- Performance management (goals and assessment)
- Team career support
- Work team mobilization

## Skills

- Results oriented
- Strategic thinking
- Influence and communication
- Organization
- Ability to popularize
- Courage
- Adaptability

## Expertise



## Other services

- Conferences
- Consulting
- Interview coaching
- HR diagnostic



La Chambre de commerce de l'Ouest-de-Île de Montréal  
The West Island of Montreal Chamber of commerce

MPO | ANALYST  
PSYCHOMETRIC ASSESSMENTS