

C&S PARTNERS WELCOMES A NEW MEMBER IN THE TEAM

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Marcel Lieberman joins the firm as a Partner on October 1st. He brings extensive experience in leadership advisory, having worked in Europe, the Middle East and North America. Based in Paris and Milan, he works with global customers.

TELL US A BIT ABOUT YOUR BACKGROUND

Marcel Lieberman. I'm originally from the west coast of the United States, and have been living and working in Europe for almost 25 years now. First in France, then in Italy and I moved back to France in 2014, but I am still spending time between these two countries.

I have a strong interest in science and the quantitative side of things, but also in the qualitative aspects. I got a master's degree in Mathematics, and later a PhD in Philosophy at Stanford University. My work was about understanding how beliefs are connected to actions. At that time, I started initially as a research associate when I came to Europe. But rather than continue in the academic world, I wanted to make a change and became a management consultant.

I worked on projects ranging, from credit risk and deregulation, to strategic marketing, and I became more and more interested in the people side. This is always a significant challenge: how to get a project implemented, and successfully manage the dynamic in teams. That is when I made the change and started working in HR consulting. For the past 15 years, my focus has been in Leadership assessment and development, talent strategy and team effectiveness.

Most recently, I was at Korn Ferry (KF) in France in the *Top team effectiveness* practice and earlier at KF, I led the *Leadership development* practice. I work with a broad range of clients, from Life Sciences to Industrial Manufacturing and Energy.

AND NOW YOU ARE AT C&S PARTNERS. WHAT ATTRACTED YOU TO THE COMPANY?

I joined the adventure on October 1st due to number of things:

After speaking with my colleagues-to-be I found their depth of knowledge remarkable and liked the experience they bring from industry itself.

We then share a strong conviction: the people equation is fundamental. To quote our CEO Gérald, "Strategy is execution and execution is about people". And that is what I think as well: People are critical.

I always worked internationally, with an international reach, which C&S offers. Plus, the size of C&S Partners allows us to be very agile and flexible. At C&S Partners, they follow a model of working in partnership and this makes it possible to leverage innovation and best practices to the benefit of clients.

And they're also a very nice group of people!!

WHAT ARE YOUR MAIN ROLES AT C&S PARTNERS?

I will work across the [different practices](#) of CEO Chrysalis, Executive team as the Driver and Leader-shift.

My role is really transversal: exploring opportunities with colleagues and pulling together our experience for client projects.

WHAT ATTRACTED YOU IN THE MOTTO "MATERIALIZING LEADERSHIP"?

There is an essential aspect of making it tangible for the individuals we work with and for the organisation: translating an idea or insight or talent strategy into something concrete and actionable.

This is a key challenge in the leadership space: first you assess what change is needed and then you have to translate that within the workspace, so that it becomes something tangibly beneficial.

WHAT OBJECTIVES HAVE YOU BEEN ASSIGNED YOURSELF WITHIN C&S PARTNERS?

One is to contribute to the further development of these practices, working with all my colleagues, in exploring opportunities and defining and implementing solutions.

Second is to work with our partners: develop the one we already have with Hogan Assessment Solutions and explore new ones. Groups like *Synapscore* and *Smart Hands-On*, will be part of my established network and I will continue exploring groups in the HR market and leadership talent space. I believe we are well positioned to integrate them.

We need to have our clients benefit from the best in class!

WHAT WILL BE YOUR TYPE OF CLIENTS?

Once again, as my role is transversal, I will work for a broad range of clients, especially industries where there is a strong dimension of technical expertise and that are also capital intensive. I'm looking forward to leveraging and expanding the portfolio!



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