

Luc Dallery: “This firm has a true DNA shared by partners: respect for people, scientific rigor, concrete and tailor-made approaches and the conviction that leadership is key to the success of efficient and responsible companies”.

Luc Dallery joins the firm as a partner on January 15th, 2024. He brings a wealth of experience in human resource management at the highest levels, having held senior positions within some of the largest international groups in various industries. Let’s get to know him.

TELL US A BIT ABOUT YOUR BACKGROUND LUC.

I started my career at Schlumberger, in the former Society of Economics and Applied Mathematics business more precisely, where I held operational and human resource positions. I then had successive stints at Microsoft, Europcar and CWT-Havas, where I held human resources and communications leadership functions in France and EMEA. Prior to joining C&S Partners, I was CHRO of the Rexel group, an international listed company employing 26,000 employees with €18.7 billion in sales.

I have worked in multiple industries, from petroleum engineering to electrical solutions, software publishing and multimodal travel. This career path has given me a detailed understanding the worlds of production as well as those of sales and logistics, but also allowed me to discover both BtoB, BtoC and BtoBtoC markets, and to experiment with different models and economic cycles. What these companies have in common is that, although they have gone through major waves of transformation, they have successfully maintained their leadership through innovation and employee engagement, including in terms of management. This diversity of experiences has been tremendously enriching in the construction of my career and in the development of my know-how and interpersonal skills. As for my academic background, I have a master’s degree in business law from the universities of Amiens and Munich. Curiosity and embracing challenges are my main driving forces, I love solving problems and making things happen!

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

I have known some of C&S’s partners for almost 25 years, having worked with them at various points in the past. It is no coincidence that these professional relationships have been maintained for so many years and have developed into strong friendships and now again into professional collaboration.

This firm has a true DNA shared by partners: respect for people, scientific rigor, concrete and tailor-made approaches and the conviction that leadership is key to the success of efficient and responsible companies.

All consultants have an impressive professional track record, and their expertise is undeniably recognized in their markets. This high level of expertise, this complementarity of seasoned experiences and this agility make it possible to serenely approach the most ambitious organizational projects as well as the most complex individual development plans. Furthermore, a real climate of modesty, simplicity and trust reigns within this multidisciplinary and multicultural team. All of this creates an environment that leads to excellence in serving customers, and I am honored and excited to be invited to be part of it.

FINALLY, WHICH PROJECTS WILL YOU BE WORKING ON?

The accelerated pace of change in the modern world has a significant present and future impact on business leaders. Risks and opportunities are multiplying, each of them is a project to be implemented, and I intend to help management teams anticipate these transformations, adapt to them and carry them out successfully, adopting a responsible approach.

Leaders must be prepared for these issues and equipped to meet these challenges. My scope of intervention will extend from supporting management teams from the formulation of their strategic visions all the way through to their implementation. This involves working on the selection of leaders, their positioning and their development with the objectives of organizational performance and team engagement.

I will also develop specific approaches dedicated to the impact of AI on the world of work at a time when it is experiencing its own sociological revolutions. Here again, anticipating trends is the only way not to be negatively impacted by them. A responsible company cannot ignore this problem, whether the context leads it to develop, refocus or restructure itself. Mastering data makes it possible to initiate projects in this sense: resource planning, development of skills and ways of acquisition, predictability of attrition, return on investment in training... So many subjects for which the expertise of the C&S teams constitutes a differentiating asset!