If you want to go higher, go deeper...
We believe that leaders can build a better future and positively contribute to the common good.

Our mission is to foster innovative transitions and sustainable transformations through the development of personal and collective leadership.

Turningpoint coaches create unique approaches that develop the personal and collective leadership of Executives and their teams, especially during complex transformations. Turningpoint research in leadership and learning practices inspires these innovative programs, facilitated throughout Europe, Asia, and the Americas.

"The most powerful training I have ever attended. Useful, thoughtful, deeply insightful and goes right to the core of you becoming a good leader."
We believe that above all else people follow a person in whom they have confidence, not because they have an executive title or a certain hierarchical position.

How can you strengthen your leadership, demonstrate humility and assertiveness within a complex ecosystem, develop your intuition, promote cooperation, make courageous decisions, build an inspiring vision, mobilize your team, empower your managers, and ultimately transform your organization?

For Turningpoint, leadership is discovered and experienced. You can become a leader who acts ethically, is confident in his abilities, exercises his strengths, engages others, while continuing to advance and learn.

YOU BECOME A LEADER IF...

* people trust you and voluntarily follow the path you have chosen, regardless of your position.
* you and your colleagues freely strive towards the common good.

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Turningpoint provides the opportunity for each person to take a step back from the frenetic pace of the business world and discover from within the foundations of great leadership.

The results?

Participants come out of a Turningpoint program with a new perspective having discovered or re-discovered who they are as leaders and what meaning they can give to their work. A program with Turningpoint can impact their professional life.
Our tailor-made leadership development programs adapt to specific challenges and develop personal leadership - impacting the corporate leadership culture as a whole. They combine individual and collective face-to-face learning, with the possibility of digital support platforms.

Our programs allow Executives to develop a vision, innovate, communicate with impact, inspire their teams, and develop the commitment of others. Turningpoint also works to adapt tools, such as the 360° Feedback Profile, to the management principles of the Group which provides perspectives for the leader as well as the company.

Turningpoint’s interactive and dynamic approaches respond to these challenges.

1 LEADERSHIP DEVELOPMENT PROGRAMS

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Approach

Pre-work
- Leadership profiles
- 360° feedback tools
- E-learning preparation

Seminars
- Off-site retreats
- Learning expeditions
- High Potentials Lab
- Workshops and Master Classes

Follow-up
- Coaching and mentoring
- Co-development
- Forum communities

Digital Learning Platform

Examples of programs we create and design
- Transition from management to leadership
- Leadership business and strategy
- Executive on-boarding

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Based on « Systemic » and « Appreciative Inquiry » coaching foundations, our approach engages leader-catalysts in the development of innovative leadership mindsets and behaviors, drawing upon individual and collective strengths and resources.
Individual Executive Coaching

Executive coaching is the opportunity to accelerate leadership development and to objectively treat different complex challenges. Regular meetings with a personal coach provide a specific framework that permits the Executive to express and talk through the challenges encountered on a day-to-day basis, become aware of personal “blind spots,” and decide on an appropriate plan of action. This autonomy-driven process encourages the Executives to foster effective relationships, strengthen their intuition, and make choices that will have a strong and lasting impact.

Executive Team Coaching

In times of change, crisis, or transition, Executive committee coaching allows the team to redefine its vision, governance, or its capacity for cooperation and transformation - despite different styles of leadership and diverse ways of thinking. To accomplish these goals, Turningpoint proposes methods and actions appropriate for each team.

I received tangible tools to improve myself as a leader; extremely powerful.
Mentoring

Mentoring is an open and honest support relationship between two people. Thanks to significant experience and seniority, the mentor helps the mentee with his integration into a new role and helps lay the groundwork for long-term success. Turningpoint helps to create these pairings, provides support and training for mentors, aids in the development of the general mentoring plan, and advises on communication and facilitation strategies for mentoring groups.

Turningpoint Co-development

Turningpoint Co-development is a collective intelligence, cooperative process that brings together a small group of leaders, each identifying a “key challenge” that will initiate personal leadership development. Our approach to co-development is both intuitive and analytical and draws upon participants’ creativity.

“I didn’t realize you could gain so much from sharing with others. It’s been life changing for me - it’s opened up new perspectives that I could not have imagined before.”

Developing the cohesion of Executives is a critical condition for maintaining the vision and commitment of the Executive Team and of all company managers. Executives are the role models of the company’s dynamic: if they cooperate among themselves, company managers cooperate. However, it can be “lonely at the top.” It is often more difficult to talk about personal leadership challenges with the CEO or General Manager than to talk to peers or employees.

To respond to these challenges, Turningpoint creates and facilitates leader communities that draw upon innovative learning practices based on collective engagement and mutual support. These practices, such as Turningpoint Co-development®, mentoring or on-the-job-learning create leader communities within large Groups that become a condition of high-performance in complex business situations. They allow the leadership culture of the whole organization to evolve.

LEADER COMMUNITIES

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Companies and administrations that work with Turningpoint want a return on their investment in the short term and long term. Turningpoint coaching and leadership development programs help them to:

- Create a shared vision, strengthen identity, and reinforce a sense of belonging
- Conduct major transformations with courage and collective intelligence
- Go beyond barriers in order to strengthen cooperation and promote cross-fertilization in the spirit of collective commitment
- Foster a desire and drive to continually learn, to become key actors, and to exercise full leadership potential when facing complex business challenges
- Successfully prepare and support challenging on-boarding transitions within the company
- Send a clear sign of the implication of top management and develop loyalty within the company
Turningpoint invests in research and innovation to develop new leadership practices for 21st century Executives and organizations.

A crucial part of its DNA, Turningpoint was founded with the publication *Lost in Transition* (2008): research, models, and solutions based on the transition experiences of Executives and the dilemmas of on-boarding.

With the desire to continually address the needs and challenges of today’s leaders, Turningpoint projects integrate the results of innovation and discovery.

**International research**

Carried out in partnership with an international group of leadership academics and faculty, Turningpoint has published research on the role of the “giving” in the development of leader’s identity. This research has explored the leader’s commitment and the conditions for his or her personal development.

“...theories and research on the “giving of oneself” within a company allow for an understanding of the commitment actors make to each other, beyond psychological or organizational factors. The research shows that giving beyond what is prescribed in the contract, creates a dynamic of collective commitment and builds a leadership culture based on mutual giving.”

The results of this research fuel Turningpoint Lab sessions and Turningpoint articles, and enrich Turningpoint’s leadership development programs.

**TP Lab**

TP Lab is an internal “meeting of the minds” that brings together Turningpoint partners, coaches, and experts share their point of view and develop new leadership practices, pedagogical tools, and avenues for exploration in leadership. These sessions give way to innovative approaches that are used in Turningpoint programs and inspire leadership research.

**Press**

Often cited as experts in the field of leadership, Turningpoint partners share their point of view with different newspapers and reviews, notably The Washington Post, Le Nouvel Economiste, Integral Leadership Review, La Boussole, Psychologie Positive, Hong Kong Echo, Newzy, Les Echo, and Retail Week. Articles range from such topics as: leadership transitions, transitioning to the digital age, leaders and coaches, succession within companies, vision and action, and taking responsibility as a leader.
THE TURNINGPOINT COMMUNITY

Partners & Executive Directors

Olivier Pelleau, Michel Mornet, Edouard de La Moissonnière, Véronique Girma, Eric de Courville, Anne Fandt, Ikhlas Bidau, Bernard Tollec, Elisabeth de Watteville, Agnès Perrone.

Senior Coaches

Turningpoint invests in a community of coaches who are recognized for their personal excellence, their «Turningpoint» spirit, and their international culture - creating a strong collective impact during seminars and coaching. They meet regularly to train in innovative learning approaches and contribute to Turningpoint research projects in leadership and transformation.

Experts & Researchers
ALL AROUND THE WORLD

North and South America
Chicago
Mexico City
Miami
New York City
Ottawa
Rio de Janeiro
San Francisco
São Paulo
Washington, D.C.

Europe and Africa
Amsterdam
Brussels
Frankfurt
Geneva
Lisbon
London
Luxembourg
Madrid
Milan
Moscow
Oslo
Paris
Rome
Warsaw
Cape Town
Casablanca

Asia-Pacific
Beijing
Bangalore
Dubai
Hong Kong
Jakarta
Kuala Lumpur
Melbourne
Mumbai
Taipei
Tokyo
Singapore
Shanghai

Turningpoint facilitates leadership development programs and supports Executives in Europe and the Middle East, the Asia-Pacific region, and the Americas. Our coaches lead sessions most often in English, but also in French, Spanish, Italian, Dutch, German, Polish, Mandarin Chinese, Cantonese, and Hindi.

From diverse cultural and linguistic horizons, our coaches have a common approach and significant international experience in the business world. They form a close-knit and unified international community based on shared values. Each coach contributes to research and development of new approaches to leadership and coaching methods that they put into practice in diverse contexts.
“What’s unique about this experience compared with other executive training programs is the genuineness that comes from the one-on-one experience with coaches who are not afraid to, and indeed, expect to go quite deep.”

“Your commitment and professionalism bear great fruit at L'Oréal. The seminars you design for us, fit us like a glove and our collaboration is fluid and natural, as always. Thank you!”

“An amazing opportunity to ‘dive into oneself’.”

“Thank you for your time and your generosity of spirit that allowed everyone to experience the intensity of the moment. I was delighted to spend this time with Turningpoint.”

“A dynamic sharing of experiences, facilitated with tact and intelligence.”

“Unexpected & creative!”

“A stimulating and reinvigorating experience – clear and engaging from beginning to end.”

“If you have the opportunity to participate in a Turningpoint programme, just do it. It will be a great benefit to your future and the future of people around you.”

“If the majority of our Strategic Managers these development programmes have a huge impact on their career thanks to the quality of the coaches, the interactive pedagogy, and the way Turningpoint goes everything in place to allow them to ‘go deeper’. I truly appreciate the manner in which Turningpoint is at the service of its clients - it makes collaborating on a project particularly effective and enjoyable.”

“Our collaboration with Turningpoint is both a professional and profoundly human experience. Turningpoint was able to embark over hundred highly-qualified – though sometimes demotivated – senior government officials. You created an enthusiastic collective ready to confront our society’s challenges!”

“Effective facilitation, with a spirit of goodwill, that helped each person to reflect on their progress points, doubts, convictions and values.”

“Stimulating and reinvigorating – clear and engaging from beginning to end.”

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“What a gift you have given us… THANK YOU!”

“Unexpected & creative!”
Turningpoint is engaged in partnerships and actions in the service of the Common Good, benefitting both individuals and the society as a whole. Conscious of our corporate social responsibility, Turningpoint works with several non-profits and NGOs and takes action to encourage sustainable development. Through talent-sharing and monetary donations, Turningpoint promotes the leadership development of young entrepreneurs as well as managers in humanitarian and educational associations present in Africa, Asia, Europe, and Latin America.

Turningpoint is a B-Corp certified company, which measures policies on governance, employees, environment, clients and the societal impact of the Turningpoint business model. The rigorous B-Corp certification is recognized around the world, and includes over 1800 companies in 50 countries.

Turningpoint is also a rated member of the sustainable development platform EcoVadis.
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