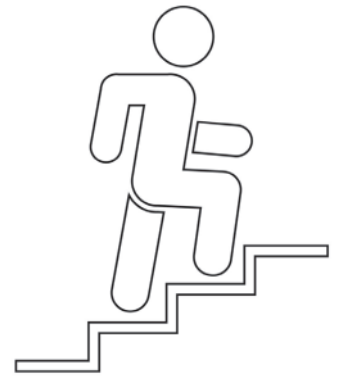


CLIENT SUCCESS STORY Philippe Grégoris, M3VA



Operations and industrial performance consultant Philippe Grégoris uses Versus PersProfile assessment to help his clients develop high-performing teams.



About M3VA

Founded by Philippe in 2005, M3VA Consulting assists organisations of all sizes in optimising their manufacturing and supply chain performance.

Consulting Role

M3VA works on all facets of the supply chain — from tools, processes and technology to management and people, with people as a key success factor.

"Without the right management, the right people and the right mindset at all levels, it is not possible to achieve ambitious goals."
– Philippe Grégoris –

Q&A with Philippe

Tell us about yourself and what inspire you

I live in the French Haute-Savoie countryside near Geneva. This location is perfect for work-life balance. I can easily ski and hike in the mountains, which I enjoy tremendously.

I have a degree in engineering from l'ENSTA Paris as well as a degree in management and administration from IAE Business School in Grenoble. I worked for large and SME manufacturing companies for many years, leading engineering, production, logistics and procurement.

In 2005, I created M3VA Consulting after the experience of working as a partner in IMCG (Industrial Management and Consulting Group), as I was inspired to use my knowledge and experience to assist organisations in optimising their manufacturing and supply chain performance.

Through M3VA Consulting, I intervene in SMEs and industrial groups in France and Switzerland in the production and support services sectors — engineering, industrialisation, purchasing, logistics and quality. Piaget, Rollomatic, Ciat, Faurecia, Trigano, TAG Heuer, Deville, Mobalpa and Grosfillex are some examples of my clients.

"Making changes to optimise performance requires everyone involved to work toward the same goal, and to ensure efficient communication and decision-making processes across all teams. For this to happen, everyone needs to have the right mindset."

Tell us more about the work you do, specifically on the people side

To improve performance, we focus on LEAN manufacturing, process optimisation and operational management. We carry out a diagnosis, then we set up action plans to target the best levers on performance. Our analysis makes the link between:

- The measures and objectives of industrial performance (cost, quality, deadlines)
- The level of control and optimisation of the industrial processes used
- The actors (human interventions) and their contributions to the work organisation

The goal is to work methodically with defined processes, human resources and management tools attesting to thought-through preparation and organisation.

The human component is undeniably a major component of successful industrial performance. It is well-known that good performance is not due to tools and book knowledge, but rather to the motivation and commitment of the teams as well as the understanding and appropriation of the tools and adhesion to the working methods. Good leadership skills can be developed with PersProfile, using the characterisation and quantification of the personality of the management team.

Each individual and team that is involved will have specific objectives in mind, will come from various backgrounds, and will have different preferences and motivations. This brings complexity and multiple risks: lack of coordination, quality issues, accidents, delivery problems... and, ultimately, these can lead to reductions in sales and reputational damage.

My aim is, therefore, to have motivated, efficient teams who proactively look for real improvements, targeting "zero" waste and having structured, open communication on problems encountered to find optimal and value-added solutions. Without the right management, the right people, and the right mindset, it is not possible to achieve ambitious goals!

I use PersProfile to work on the human components and to reach the desired outcome. Making changes to optimise performance requires everyone involved to work toward the same goal, and to ensure efficient communication and decision-making processes across all teams. For this to happen, everyone needs to have the right mindset.

"The idea is to get to emotionally competent teams. ...Emotionally competent teams outperform. They are more engaged and more motivated, and they have a positive mindset toward change. PersProfile is an ideal tool to start this journey with my clients, and it has proven effective in my work for many years."

Tell us more about your use of PersProfile and the benefits to your work?

I have used PersProfile assessment extensively in my work with teams and managers. I find it a great support particularly in the areas of building emotional intelligence, stress resistance, entrepreneurial skills and rationality. PersProfile also helps:

- Hire or promote talent with managerial affinity
- Train managers to be aware of their weaknesses and strengths as leaders
- Develop the leadership skills of managers to improve their ability to lead teams in the desired direction

What does emotional intelligence bring to teams and leaders?

The idea is to get to emotionally competent teams. Understanding the modus operandi of those involved has a major impact on communication, decision-making and change management. Pure intelligence is necessary for scientific advances, but it is difficult to be a good team leader without emotional intelligence.

PersProfile helps people become more self-aware, to understand their own preferences and motivations. It also helps individuals to think through the perspective of another person. For instance, it helps answer the following types of questions:

- Why is a person behaving differently than I am?
- Why is a person taking so long to make a decision?
- Why is a person making so many suggestions without analysis?
- What is driving a person's behaviour or frustrating them?
- Why am I unable to get my message across to this person?

Emotionally competent teams outperform. They are more engaged and more motivated, and they have a positive mindset toward change. PersProfile is an ideal tool to start this journey with my clients, and it has proven effective in my work for many years.

Whatever your aspirations,
get there faster with Versus

