

Independent Management Consultancies Network IMCN

European

Professional

Personal



Name of the firm

Hommes et Performance

*Full address
(incl. phone, fax)*

**17, rue de Châteaudun
75 009 Paris
France
Tel +33 1 42 85 49 49
Fax +33 1 42 85 20 17
Mobile +33 6 70 71 32 32
E-mail bruno.witz@hpsas.com
Internet www.hpsas.com**

Established

1992

*Other offices/daughter companies
(location)*

none

*Responsible person for the
network*



Bruno Witz

*Name of managing partner(s),
executive director(s)*

**Patrick Roth
Pierre Daru
Bruno Witz**

Total number of consultants

18

*Number of associate
management consultants
(at least one entire assignment
together)*

5

July 2010

(The profiles of the members are permanently updated. Please ask for the latest version.)

Independent Management Consultancies Network IMCN

Hommes et Performance

*Specialisations
(main fields of activity/
FEACO classification)*

Corporate strategy and organisation development
Financial and administrative systems
Human resources (incl. executive search and interim management)
Information technology and systems
Project management

*Type of clients/branches
(industry sectors)*

Consumer goods and food
Chemical, pharmacy
Retail, wholesale
Transportation
IT, telecommunication
Banking, finance and insurance
Service industries, entertainment, tourism, health
Public administration, non profit organisations
We are rather skills oriented than sector oriented.
We have developed specific offers in «ready to wear» and «press & media».

*Consulting products or service
packages (self-developed)*

Sales network performance
Finance and human capital
Management control
Change management
Corporate university

*International practice
(foreign countries where assign-
ments were completed;
in order of priority)*

Italy
Spain
Belgium
Switzerland

Language ability in the firm

French
English
Spanish
German

*Professional membership
and cooperations*

Syntec Conseil en Management

Independent Management Consultancies Network IMCN

Hommes et Performance

Mission statement / consulting philosophy

We are a consulting «boutique»

Three partners, thirteen managing directors and consultants: We are a young company and we pay attention to the management and training of our consultants.

Our business is to help our clients to perform in their own business

This applies in all streams of our business; project management, organisation, change management.

Our mission is to help our clients to be more effective in their own work

This entails that we first thoroughly understand what their business is and where the stakes are.

Our relationship with our clients is purely based on mutual trust

It goes without saying that any mission can only be undertaken if and when our firm is free of any conflict of interests. We subsequently operate on the basis of total confidentiality, without limitation.

Our mission is to help our clients to address the right questions

Relevance is what gives its «raison d'être» to our stepping into the affairs of our client. Our mission goes beyond mere problem solving; it is to help our clients identify the key issues they are facing and address them within a framework that is congruent with their business aims.

We offer what we master

Our clients' leadership entails hard work, but maybe also imagination and a vision; we are ready to innovate in concert with and on behalf of a client in whom all three are present.

Credentials (short description of some typical assignments)

- Type of client / branch (industry sector)
- Field of activity
- Assignment summary and results

DISTRIBUTION COMPANY

Successive assignments during 3 years:

- Contribute to the analysis about strengths / weaknesses of the performance of sales management
- Design a new managing hierarchy, define roles and responsibility of the different management levels
- Analyse gap between as-is skills and to-be skills and design a training program
- Organise management and training channels for the different expertises required in the store (food, non food, cashier)

DAILY NEWSPAPER / GROUP OF WEEKLY AND MONTHLY PUBLICATIONS

Consolidated revenue of the group is 1 to 1,5 B \$ revenues

- The trigger was the obsolescence of the accounting and controlling system
- A 2-year project to:
 - Design the vision and the scope of the project: change the IS, change organisation of financial staff, develop the financial culture of non-financial staff
 - Design the future accounting, reporting and purchasing processes
 - Design of reporting schedules of different departments
 - Help in the choice of the new software
 - Pilot the project and roll out new processes
 - Run change management: communication, organisation trainings ...

Selection of important and well known clients (location)

**LVMH
RenaultTrucks
Le Monde
Generali
Sperian
Monoprix
Louis Vuitton Malletier
BNP Paribas**

Independent Management Consultancies Network IMCN

Hommes et Performance

*Partners / senior consultants
short profile*

BRUNO WITZ – partner and managing director

Bruno, 45 years old, married with 3 boys, engineer of the Institut National Agronomique (Paris), has more than 20 years experience in management consulting. After 10 years of experience in international consulting companies (Accenture, 1989-93 and Bossard Consultants, 1994-99), he joined Hommes & Performance.

Bruno is in charge of developing a management controlling approach in the projects for our customers. He runs projects for a wide range of customers, in terms of size (from French SMB to international groups), sectors (distribution, mechanics, luxury, services) and topics (accounting, logistics, implementation of ERPs). The common point of all these projects is to use figures and economic elements as objective insights to sustain decision making, building of new processes, systems and organization.

Recently, Bruno also experienced finance and controlling assignments in "niche" sectors, such as press & publishing or ready-to-wear.

Internally, Bruno is in charge of developing people and skills related to our "finance and management controlling" approach and is also in charge of supervising Hommes & Performance's administration.

Bruno has given lectures at HEC (Ecole des Hautes Etudes Commerciales), in Paris. He is currently member of the DFCG (the French Finance Directors and Controllers Association). Weekends are dedicated to family and rowing.

PIERRE DARU – partner and managing director

Pierre is 46 years old, married with 2 children. He graduated in business administration and management.

He started his career with L'Oréal, working for 5 years in France and overseas, as a brand manager working on product image development in a BtoBtoC environment. He then joined Interflora for a year to manage marketing and sales for the BtoB department. He made a career change to consultancy in 1996 and has worked successively as consultant, manager and partner of Hommes & Performance.

As a consultant, he gained significant experience in the field of change management. His skills enabled him to work successfully with large companies and also smaller dynamic firms – advising them through major changes in culture or business model.

PATRICK ROTH – partner and managing director

Education as Civil Engineer ESTP, worked in Africa for a while, then joined Bull Company as internal controller in charge of supervising logistics for Northern Europe. In the same time he graduated an MBA in Paris Sorbonne.

In 1986 Patrick joined BOSSARD consulting in the general management and organisation area. During 5 years, he worked for many groups in strategic and organisation design and follow up projects.

Then he decided to join a group specialised in technical products distribution, as CFO. He has been responsible for the merge of several companies which had been bought.

In 1995 he started to be an external consultant for the group and joined then other friends dealing in consultancy, now named Hommes & Performance.

Partner and managing director in 2000, he has been the chairman since 2005.

In 2009, Patrick is elected administrator of Syntec Conseil en Management, the French professional branch for management consulting.

For Hommes & Performance he is in charge of the offering and partnership development, and contributes to both management and organisation areas.

He shares his working time in three roles: consulting himself customers on specific projects, developing the business and customer relationship, and running the team and the company. His free time and weekends are with family and friends playing music, cooking and ... enjoying rugby.