

Steve James
Consultant Partner
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Steve is an experienced Consultant and Executive Coach working with organisations & their leaders to help build Sustainable Leadership Habits: ways of being & doing which produce high impact results, build future-focused experience & healthy working environments. This is often in the context of organisational or industry change, where the evolution of the leadership and managerial culture is critical as part of wider strategic priorities.

Steve has helped leading organisations across diverse industries (e.g. luxury to engineering to pharma...) and geographies to build their leadership pipeline & people management capabilities. These include: OECD, Sanofi, Suez, Worldline, Givaudan, Technip Energies, EMC2, Sainsburys, Safran-Aircelle, Criteo, BNPP-Real Estate, Credit Agricole, Luxottica, SBM Offshore, Hermès, Essilor, KDS, Sage, Nestle Waters, Lidl, EDF, Tarkett, EADS, Airbus, Arcelor-Mittal, Natixis, Bic, Chanel...

Steve has also supported executives and undergraduates in Business Schools and Universities to develop talent in critical business & management skills. HEC Business School, ESCP-EAP, Stockholm School of Economics, Group ESA Paris, IUT Paris

Before moving into learning development, Steve worked in international management positions in Brand management (Wella, Bosch) and in consulting to develop and implement global strategic communications for Fortune 100 companies (e.g. IBM, Kraft, and Motorola). This obsession with understanding needs and delivering targeted, client focused solutions has remained a driving force throughout his career.

His expertise lies in Management Development, Leadership Development, Step-Change Role Transition, High Potential Development, Executive Coaching, Team Effectiveness and Development Centres

Steve is bilingual English/ French. He is a certified coach, facilitator and instructional designer and holds a Masters degree in Occupational Psychology. He is a member of the Association for Talent Development & the International Society for Coaching Psychology.