

# RESUME

## OLIVIER DUBIGEON

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video : [http://www.dailymotion.com/video/x9xkpo\\_piloter-un-developpement-responsabl\\_tech](http://www.dailymotion.com/video/x9xkpo_piloter-un-developpement-responsabl_tech)

*Born* : 1956

*Nationality* : French

3 children

### **RESPONSIBLE DEVELOPMENT & SOCIAL RESPONSIBILITY** *Improving sustainable Business solutions*

Capacity building, responsible innovation, competitive differentiation, social acceptability

#### **SUMMARY**

Accomplished professional blending a global perspective and entrepreneurial spirit with corporate marketing and communications, general management, and development expertise. Experience on three continents working to advance the role and responsibility of business in society. Desire to work with innovative leaders committed to building sustainable and transformative organizations across borders and across sectors in the area of corporate social responsibility.

#### **1999-2001, THEN SINCE 2003**

- International experience in corporate, entrepreneurial, local communities, and not-for-profit environments
- Demonstrated leadership and relationship building ability at the senior level
- Strong ability to maintain a clear vision and deliver team-based results
- Strong knowledge and understanding of key environmental and social issues, and in Sustainability
- Leads effectively across diverse stakeholders, groups and issues and cross-sectors relationship building
- Experienced as a highly effective executive leader in high tech industry, in communities development programmes and in public affairs
- A postgraduate qualification in sustainability related issues and business management
- Passionate about releasing the untapped potential in people, organizations, partnerships, systems
- Exceptional interpersonal skills to create vision and drive change
- Experienced in working alongside senior management, co-ordinating sustainability progress with the other divisions representing organization externally including speaking at major conferences and global networks
- Understanding of networks and how to develop cross-fertilisation and leverage of networks
- Strategic, creative, and systems-based thinker and doer
- Strong verbal and written communications skills
- International experience and cultural sensitivity

## PROFESSIONAL EXPERIENCE RECORD

DATE	POSITION	COMPANY & LOCATION	DESCRIPTION
Since 2003 1999-2001	<b>Social Responsibility Consultant</b>	<b>SUSTAINWAY</b> Implementing Sustainable Solutions	<ul style="list-style-type: none"> <li>- Defining and implementing sustainable and Social Responsibility strategies for private companies and public organizations</li> <li>. <b>COMPANIES</b> : Adeo Groupe, AFD, Afp, Air France, Alma, Alstom, BASF, BPI France, Caroll, Chimex, Clarins, Club Med, Cofely Services, Cofidis, Cosmo Ingrédients, Crédit Agricole, CTC Filière Cuir, Dragon Rouge, Egis, Française des Jeux, GDF-Suez, Ginger, GrdF, Laboratoires Expanscience, Ginger, Golgamma, Harmonie Mutuelle, Hennessy, JC Decaux, Legrand, Lilly, L'Oréal, Loto Québec, Materis, Mutualité Française (FNMF), Norske Skog, Onet, Orange, La Poste, Poult, Remy Cointreau, Rhodia, Ricard, SNCF, Société Générale, Saint Gobain, The Body Shop, Total, Vinci,...</li> <li>. <b>LOCAL AUTHORITIES, PUBLIC AUTHORITIES, NGOs</b> / Working along senior management to ensure progress in every area of the business and managing partnership with stakeholders, particularly with NGO's</li> <li>. <b>TRAINING</b> : Training and Education in sustainability → companies and universities (Advanced Management Programm EDHEC, ESSEC, Mastères développement durable HEC &amp; Skema (Sophia Antipolis), CNAM, Collège Hautes Etudes Environnement &amp; Développement Durable, Ecole Physique &amp; Chimie Paris, DESS Audit Social et Sociétal (Paris 12), ENACT,...INT (Institut National des Télécommunications,...))</li> </ul>
2001-2003	<b>Head of Sustainable engineering</b>	<b>COGEMA / AREVA Group Environment Department</b> <i>Energy sector, 19 000 employees</i> (France)	<ul style="list-style-type: none"> <li>- Sustainability processes engineering and implementation : corporate governance, on the ground management, reporting, dialogue and accountability with stakeholders</li> <li>- International working groups on sustainability</li> </ul>
1995 - 2001	<b>Corporate Ethics and Sustainability manager</b>	<b>AFPA Corporate</b> <i>Training and Employment</i> <i>12 000 employees</i> <i>150 000 trainees</i>	<ul style="list-style-type: none"> <li>- Built and implemented an Ethics management policy based on a local &amp; corporate levels</li> <li>- International benchmarking on sustainability best practices</li> <li>- Consulting on sustainability with large industrial companies and in cooperation with University</li> </ul>
	<b>Marketing innovation Department Manager</b>	<b>AFPA Marketing</b> Grenoble (Isère, Alpes, France)	Implemented a Marketing Business to Business and Customer Satisfaction Management, in cooperation with private companies
	<b>Industry Department Manager</b>	<b>AFPA Industry Department</b> Lyon (Rhône Alpes, France)	Created and managed the AFPA Industry Department ( <i>65 employees, 10 millions Euros</i> ) activity : training engineering in all industry sectors - successfully conducted a merger-takeover (structuration, negotiation & operational implementation)
1987 - 1994	<b>Chairman</b> <i>prior :</i> <b>- Chief Executive Officer</b> <b>- Economic and Social Development Manager</b>	<b>COURBON</b> <i>Industrial process</i> <i>computerization and automation</i> <i>company (250 employees, 20 millions Euro turn over)</i> Saint Etienne (Loire, France)	<ul style="list-style-type: none"> <li>- Success in industrialize all the process of the company</li> <li>- International opening</li> <li>- Social Responsibility policy management : reputation management, social and environment innovation management, local and regional communities cooperation</li> <li>Experience of sustainable development on the ground</li> </ul>
1985 - 1987	<b>Founder and CEO</b>	<b>ARDEM</b> (Agency for Economical Development and Research for Mountain) <i>Cross-fertilization between socio-economical developers and researchers</i> Briançon (Hautes-Alpes, France)	Sustainable development implementation programs : Designed and implemented 3 main programs for Eco-Socio-Economical improvement of South Alps : market studies, financing, management and assessment, networking, Experience of sustainable development on the ground
1983 - 1985	<b>Project Manager</b>	<b>CEFRA</b> ( <i>Rural Training and Sustainable programs implementation</i> )	Designed, managed, coached, trained eco-development pluri-annual programs covering several fields of business towards creation of business companies or activities Experience of

		Le Puy en Velay (Haute-Loire, France)	sustainable development on the ground
1980 - 1982	<b>Project Manager</b> <b>Member of Executive Committee</b>	<b>AJACS</b> (NGO, rural Sustainable programs implementation) Tensobentenga (Burkina Faso)	Designed, managed, coached, trained eco-development projects in new activities Experience of sustainable development on the ground
1978-79	<b>Innovation Product Manager</b>	<b>TURBOMECA</b> (aircraft industry) Pau (Pyrénées Atlantique, France)	- promoted technological innovation (composite material for turbo-machines) - canvassed for major accounts
1978	<b>Organisation Engineer</b>	<b>LAFARGE</b> Montreal (Quebec, Canada)	- conducted industrial engineering organisation methods

## EDUCATION AND SKILLS

### ► EDUCATION

1. INDUSTRIAL	2. MANAGEMENT	3. ECO-DEVELOPMENT
<p>- <b>ENGINEER Arts &amp; Métiers</b>, ENSAM Paris 1979 (leading general engineering school in France)</p> <p><i>Postgraduate degree :</i></p> <p>- <b>Industrial Production &amp; Development Project Assessment</b> in Development Countries : DESS, IEDES Paris 1980</p> <p>- <b>Development Project Economy</b> : DEA , Collège Coopératif Paris 1980</p>	<p>- <b>Master in Strategy and Business Management</b> - ICG-IFG, Lyon 1985, a major French Graduate School of Management</p> <p><i>Postgraduate degree :</i></p> <p>- <b>Systemic change Management</b> : Mozaik International Paris 1995-97</p> <p>- <b>Human relationship management</b> : from 1989 to today</p> <p>- <b>Law initiation</b> – CNAM St Etienne 1988</p>	<p><i>Postgraduate degree :</i></p> <p><b>Eco-Development</b> (Ecole des Hautes Etudes en Sciences Sociales, Paris, 1980) : economic, environment, and social development</p>

### ► LANGUAGE SKILLS (READING / SPEAKING / WRITING : 1 to 5 for competence)

- FRENCH : 5 5 5 (native language)
- ENGLISH : 4 4 3 (Salisbury School of English, missions in UK and USA)
- GERMAN : 1 1 1 (basic)
- Italian, Spanish : (notions)

### ► KEY QUALIFICATIONS

- **Owning and developing the corporate strategy for sustainability.**
- **Working alongside senior management** in a sustainable development way, to ensure progress in every area of the business, including the supply chain, manufacturing, product development, marketing, sales and human resources :
  - . corporate governance
  - . sustainability management
  - . triple bottom line reporting and assessment
  - . dialogue and accountability with stakeholders
- **Co-ordinating sustainability progress** with the other divisions and helping to develop global sustainability policy.
- **Stakeholders management** : high level of public relationships management, knowledge of public / private decision worlds, reporting, accountability and reputation management through dialogue, managing partnerships at a senior level with stakeholders, and specially major NGO's.
- **Representing organization** externally including speaking at major conferences, overseeing press relations and global networks.

### ► INTERNATIONAL EXPERIENCE (COUNTRY, DATE : FROM TO):

- Member of french delegation for international drafting ISO 26000 – 2005 - 2008
- Member of Steering Committee of Union for Ethical biotrade (UEBT) - biotrade Initiative of the United Nations Conference on Trade and Development (UNCTAD) - 2006
- Quebec (Montreal, CANADA) : Industrial Organization Engineer (LAFARGE CONSULTANTS)
- Burkina Faso : Territorial Development Project Chief Executive Manager
- Short missions :
  - \* USA, Canada : Sustainable Development benchmarking
  - \* Rwanda : co-development

- \* Senegal : bilateral cooperation with small and medium private companies
- \* UK, Poland, Italy : commercial seeking

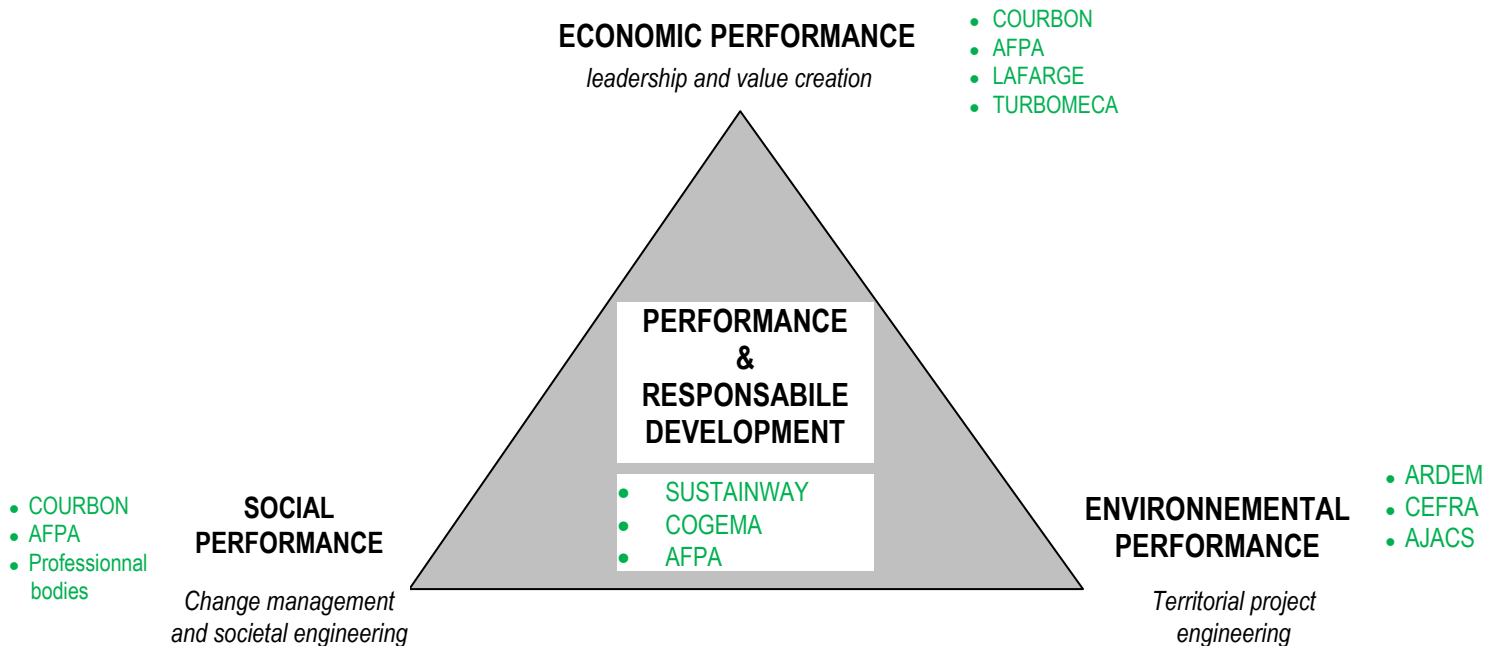
#### ▶ OTHER SKILLS

- Proficiency with word-processing, spreadsheet, presentation, database, Internet computer applications
- Author : several publications about Sustainable Development
- Accredited Auditor social responsibility (CSR) by CCIAS (Centre international certification of auditors specialized)

#### ▶ MEMBERSHIP OF PROFESSIONAL BODIES

- Professional speaker (member of AFCP, Plateforme)
- Member of Steering Committee of Green Cross, Obsar (Responsible Purchasing), CSI (Civic Innovation for Sustainable Development)
- Member of CSR Think Tank - PACA Regional Council
- Honorary Chairman of ACEDER network
- Member of the jury Profit / Price Non profit sharing of Finance
- Member of the Steering Committee of the Observatory of ISO26000
- Member of the Award Committee of the label Lucie
- Founding member of Amonbê, preservation and enhancement of natural sources of beauty to the first people and businesses
- Co-founder of the Steering Committee of Union for Ethical BioTrade (UEBT) - BioTrade Initiative of the United Nations Conference on Trade and Development (UNCTAD)
- ISO 26000 international task force (2005-2008)
- US / UK Training organization (since 1998)
- ISR ethic committee (2001)
- Club Prospective Rhône Alpes (1994-2001)
- ARAVIS (social innovation) 1995-99 – member of Orientation Committee
- CJD (Centre des Jeunes Dirigeants, 3.000 COE's Ethics driven) 1987-93 included 4 Years in executive board
- Economic and Social Organizations (1982-99)
- Steering Committee "Sustainability Performance and SME" (CJD, Centre des Jeunes Dirigeants, 2003)

### MY PROFESSIONAL EXPERIENCE AT A GLANCE :



FIELDS	MAIN SKILLS	COMPANIES
<b>Sustainable Development in Business Management</b>	Corporate Performance & Responsibility	· Sustainability Consultant · COGEMA · AFPA
<b>Engineering &amp; Corporate Quality</b>	Innovation & change conduct	· AFPA · TURBOMECA · LAFARGE ORGANISATION
<b>Top Manager and Industrial Engineering towards sustainability</b>	Leadership & value creation	· COURBON · AFPA
<b>Sustainable Development in Territory</b>	Local and regional project engineering Economic, social and environment	· ARDEM · CEFRA · AJACS

#### ► PERSONAL FIELD :

- Team sports (alpinism and mountain trekking, sailing)
- Travelling through meeting people from other cultures (Europe, Africa, America, Asia)
- Participation in community Affairs
- Artistic practice : music playing, drawing, photography

#### ► MAIN PUBLICATIONS :

##### ► SOFTWARE

Author of an assessment software on sustainability, SUSTAINEXPERT, 2004 updated

##### ► PERSONAL BOOKS

- **"Flying a responsible development What policy process for the company."** - Ed Maxima February 2015 (1st Prize for the best book Sustainable Development CIDEM 2003), 328 pages
- **"Crossroads between the West and Asia in the responsible development - Chemistry test of wisdom"** - Minh Thu Dinh-Audouin and Olivier Dubigeon, Edition L'Harmattan Collection involved, in January 2015, 280 pages
- **"The fourth revolution will be societal : how to make the transition?"** - Olivier DUBIGEON, Harmattan Edition, 2013, 354 pages
- **"To manage a responsible development, which processes for companies?"** Edition Le Village Mondial, June 2009, 3rd edition enlarged and enriched, 480 pp.
- **"Implementing sustainable development : which processes for responsible companies"** (Edition Le Village Mondial, November 2005, 2nd edition, 320 pp.), 1st Prize 2003 for the best book on sustainable development due to its corporate pragmatism
- **"Integrate sustainability into companies' strategy – from theory to practice : how french companies are creating value with sustainability ? »** – benchmark of 30 most advanced sustainable french companies - Edition Les Echos Etudes, August 2005
- **"Sustainable development practices in France and North America"** and **"Integrate sustainability into business"**, published by Les Echos (Edition Les Echos Etudes 2002, 285 pp.).

##### ► COLLECTIVE BOOKS

- "Appropriating the keys to change, understand, innovate, act differently," Social Editions Chronicle, December 2012
- "A spiritual vision of the economic crisis - rather than avidity Altruism: the cure for the crisis", Editions Yves Michel, April 2012
- "For sustainable consumption" Reports and Documents No. 33, The French Documentation, March 2011.
- "Trends in Management", "How to practice sustainable development in business?" Coordination Jean Michel Huet, Pearson Education Publishers, 2007
- "The effects of sustainable development", under the direction of Patrick Matagne, L'Harmattan, 2006: "Sustainable development and overall performance: Changing the societal risk into an opportunity for an acceptable business"
- "Corporate Social Responsibility: Concepts, Accountability and Reporting", Edited by Jose Allouche, Palgrave Publishers, 2006
- "Corporate responsibility: mode change or change in the world? "(Sustainable Development: new fashion gold new world? ), Ethics and Sustainability, Business Ethics, Vetter Editions, April 2002 (collective work)
- "How to commit to sustainable development in the company? "(How Implementing sustainability in business?) 'Sustainable development, the challenge of the 21st century for business" (Sustainable Development, the 21st century challenge for

- business) - Papers Quality Management, Quality and Management Institute, 2001 (collective work)
- "Development Strategy department of the Loire" (Sustainability strategy was territoire) - 1994 (collective work)
- "The Local in all states" (Local territory in all state) - Autrement - 1983

## - PRESS ARTICLES

- Towards a conscious company, « integral » », Présence, N° Spécial « Choose life ! Spiritual approach of ecology », avril 2016  
- forum104@wanadoo.fr
- "The good news is we have an appointment with ourselves ... How successful transition?" October 2015, Qualitique
- "How to integrate ISO 26000 credibly?" Techniques Hospitalières, June 2011
- "Hire a socially responsible approach in your Institute," The New Aesthetic, March 2011
- "Careers in distribution evolving," L'Express interview in November 2010
- "How to integrate ISO 26000 credibly?" Qualitique October 2010 No. 219, pp.36-41
- How to integrate sustainability into the business model of the company? "Qualitique January-February 2010
- "A responsible approach CSR in response to the challenge of sustainable development," Managements Hospitaliers, No. 476, May 2008
- "How to implement a responsible approach" CSR "in response to the challenge of sustainable development?" Durabilis, May 2007
- "From sustainable development to the humanization of man ...", Ceram Magazine, April 2007
- "Sustainable Development and CSR: an opportunity to develop social responsibility and participatory management," Global Compensation No. 14, pp 60-64, December 2006
- "5 steps to put sustainable development into practice," Boosting No. 5, July / August 2006
- "Sustainable Development: alliance business / territorial" interregions November 2005
- "Helping SMEs to contribute to sustainable development" - Interviews, La Croix June 17, 2005
- "Sustainable Development: Changing the mode or change the world?" Fr @ nVert, Magazine of the Quebec Union for Conservation of Nature, UQCN, September 2004 [http://ecoroute.uqcn.qc.ca/\\_private/FrancVert/vol1\\_no3/francvert.html](http://ecoroute.uqcn.qc.ca/_private/FrancVert/vol1_no3/francvert.html)
- "The concept of ROI questioned by sustainable development," ITHOS, No. 3, July 2004
- "The economy should serve to enrich our common heritage" ITHOS, No. 1, January 2004
- "Responsible purchasing an expanded, the Purchasing Department, a key player in sustainable development performance"; Purchase profession, No. 11, September 2003
- "Sustainability will be favored by PMI? "The letter of the environment, No. 507, 28/07/2002
- "Sustainable Development: Fashion or Necessity" - Officer No. 54, April 2003
- "Taking into account the expectations of stakeholders in the strategy of the company," News Manager, No. 5, March 2003
- "The job of Director of Sustainable Development" News Manager
- "The socially responsible business rating - the teachings of North America" - Land and Nature 142, September 2002, pp 23-30
- "Corporate responsibility is not a fashion" - Les Echos 18.7.2000

## ► RADIO EMISSIONS

- BFM Radio, Bob vous dit toute la vérité : 29 avril 2014
- Néoplanète : chroniques 2013 – 2014 sur le développement responsable
- BFM Radio Green Business : 26 septembre 2009 <http://www.radiobfm.com/podcast/podcast.php?id=139>
- Radio France International, « Le Monde Change », 9 février 2004
- Radio Classique, « le journal du développement durable et de l'environnement », 14 janvier 2004

## ► TV

- En ligne pour ta planète, 5 juin 2014 : [http://replay.canalchat.fr/player/?video=16elptp\\_05\\_06\\_2014\\_Chat\\_Olivier\\_Dubigeon.mp4&width=640&height=360&action=1](http://replay.canalchat.fr/player/?video=16elptp_05_06_2014_Chat_Olivier_Dubigeon.mp4&width=640&height=360&action=1)
- Innovation responsable, KTO, 1er avril 2014 <http://www.collegedesbernardins.fr/fr/audios-vidéos/fiche-media/defier-la-crise-l-innovation-sociale-dans-l-entreprise.html>
- Touati TV juin 2011 : 4 émissions
- Gaïa TV septembre 2009
- Touati TV septembre 2009 : 2 émissions
- Terre TV septembre 2009

## ► VIDEO

- Ateliers de la Terre : [http://www.dailymotion.com/video/x9xkpo\\_piloter-un-developpement-responsabl\\_tech](http://www.dailymotion.com/video/x9xkpo_piloter-un-developpement-responsabl_tech)
- <http://dl.free.fr/r1SiD6r3F>

- <http://dl.free.fr/vGoJG97dF>
- [http://www.terre.tv/#/fr/developpement-durable/entretien/2337\\_une-entreprise-pour-conseiller-les-entreprises](http://www.terre.tv/#/fr/developpement-durable/entretien/2337_une-entreprise-pour-conseiller-les-entreprises)