



R&R Consulting

Strategy / Business Engineering / Information Systems

Reference Book

2010-2011

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– Fabrice ROS –

Senior Consultant / Managing Director

Summary:

After receiving his MSc in Physics Engineering, Fabrice Ros channeled his entrepreneurial ambitions in the High-tech sector. He gained an MBA from Toulouse University and an Executive MBA from HEC Paris and progressed from roles in industry from Systems Engineer to Project Manager to Owner/CEO. As a management consultant he has an excellent understanding of Operations from Supply Chain (SAP/ERP) as well as Support Services like Finance and R&D. Now at the helm of R&R Consulting (boutique firm specializing in Aerospace and Business Process Engineering), his knowledge of EN9100 industry standards is invaluable.

Key Words: Aerospace, EN9100, EASA, DOA, POA, RFID, GPP, LBIP, Business Improvement, Strategy, Strategic alignment, Information Systems alignment

References

- | | | |
|------------------------|---|------------------------------------|
| December 2006- Present | Business Engineering Consultant – <ul style="list-style-type: none">• Operational Processes Analysis (EN9100)• Extended Enterprise report: Airbus Recommendations for Aerospace Metallic Parts Manufacturer
• Contribution to the architecture and design of Customer's Quality Management System• Provision of business overview to ALTRAN's quality team, as well as SAP functional perspective
• Produced the Customer Extended Enterprise Report for Airbus• Supported Airbus QMS team analyzing existing QMS and identifying / covering gaps | Airbus/EADS
Toulouse, FR |
| | Project Director for Value Chain Visibility Business Improvement initiative – <ul style="list-style-type: none">• Coordination and management of project portfolio and project managers, HW and SW editors, & SW services suppliers• Planning, risk mitigation, problem solving, interfacing with | |

business units, conducting workshops, milestone reviews, and reporting

Project Manager for RFID Initiative (Supply Chain, Logistics, Manufacturing & Flying Parts) –

- End-to-end operational management (project coordination and SAP integration) of projects involving around 30 stakeholders
- Business process reengineering & solution specification/ acceptance/deployment and change management

Test Manager for Airbus Resource Planning (Airbus proprietary SAP ERP) –

- Design and promotion of the Test Strategy and test processes
- Organization, planning, coordination and reporting on progress & quality

Management Consultant for EADS Tests & Services –

- Conducted strategic audit and diversification strategy definition Business development in the space industry

2005-
2007

Strategic Advisor (THALES AVIONICS) –

- Business Model for Aerospace industry-wide software sharing platform

Thales
Toulouse, FR

Project Director (THALES D3S) –

- Business Improvement, Supply-Chain and Manufacturing)

Strategic Advisor (THALES D3S) –

- End-to-end PLM software integration Business proposal to Airbus

2003-
2005

Business Engineering Consultant –

- Supported strategy definition, strategic planning, market analysis to define products range
- R&D Management of 1 year to complete products range
- Set-up of the operations (Supplies, manufacturing, contracting & training of worldwide distribution network)

LASELEC
Toulouse, FR

1995-
2001

CEO of Business Improvement & Information Systems Integration Consultancy (20 employees)

- Business Processes Reengineering for SME metallic parts manufacturers and other industries (logistics, forestry, insurance...)
- Functional architecture of Logistics and manufacturing SW Applications
- Project Management

R SYSTEMES
Toulouse, FR



– Christophe BESSON –
Senior Consultant

Summary: After graduating from ESSEC and ENPC, Christophe Besson embarked on an audit/consulting career focusing on SMEs and industrial multi-nationals. He translated this experience into leading a subsidiary of an American industrial manufacturer and building his own specialty jewelry business. He has held positions of Project Leader and Senior Manager with CapGemini and Arthur Andersen/Bearing Point respectively and is now highly sought after for his expertise leading international transformational projects involving IS and organizational change.

Key Words: project leadership, change management, crisis management, audit and management control, team management, profit centre management, SMEs, CRM, French, German

References

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|------------------|---|-------------------------------------|
| 2010-
Present | Consultant Programme Director – Airbus <ul style="list-style-type: none">• Establishment of a contractual and operational approach to packaging up to 30 projects into a 'bundle' for easily sourcing project management assistance• Responsible for a team of 20 | Thales
Toulouse, FR |
| 2008-
2009 | Audit and Direction of Program
RESPONSIBLE FOR THE SECURE DEPLOYMENT OF SAP (PP/MM, SC/SD, FI/CO, BW) for Poland, Czech Republic, Slovakia, Egypt, & Morocco. <ul style="list-style-type: none">• Audit, identification of risks, establishment of corrective actions and way forward,• Support operational managers and project leaders (central and local levels for each country),• Involved and supported local operational branches (branch managers and plant managers) | Fromageries BEL
Paris, FR |

CHANGE MANAGEMENT MANAGER

- Reinforced change management measures and implemented monitoring indicators,
- Strengthened training and ownership by users,
- Specific actions to support the management of subsidiaries (interviews, presentations, taking lead on certain accounts)

LAUNCH & INDUSTRIALIZATION OF 8 SUBSIDIARIES

- Definition and preparation of a new organizational deployment methodology (faster/ less cost)
- Aligned approach with local organizations,
- Training Strategy,
- Communication Strategy

2007-
Present

Co-Founder

- Creation of a jewelry business: design for major brands and custom parts for international private clients
- Supports all management operations and administration
- Sourcing and Procurement of precious materials

Chalvet
Paris, FR

2000-
2006

Senior Manager:

- Led several international projects
- Managed Alliance Program with SAP, Oracle, Siebel , ...
 - followed through on budgets, objectives, and reported to US management
 - coordinated and supervised programs for the European offices

**Arthur
Andersen/Bearing
Point**
Paris, FR

CHEVRON-TEXACO ORONITE

- Creation of a model detailing costs/profits of each client
- Implementation of a profit improvement program
- Reorganization of organization
- European direction of project

BEARINGPOINT (internal European project)

- Deployment in 11 countries of Siebel V7.5 for the Sales, Marketing, PRM and Analytics functions
- Follow-through on financial commitments and conformity to local stakeholders' constraints
- SAP Integration
- European direction of project

TOTALFINAELF , Refining and Distribution

- Implementation of a unique European platform for managing new loyalty programs
- Project direction (18 months)

RHODIA

- Implementation of Blue Martini firmware at Rhodia Silicones site
- Direction and quality assurance of the project

@CARREFOUR Project management assistance

- Organization of the programme (processes, firmware, project design)

1996-2000	<p>Consultant / Project Leader Direction of a global project overhauling the marketing and sales information systems Implementation of Siebel and Business Objects firmware:</p> <ul style="list-style-type: none"> • Lead global project during the pilot phase • Deployment in southern Europe (6 countries, 850 users) • Change management, Reporting and financial control <p>SKF</p> <ul style="list-style-type: none"> • Coaching and financial audit of a European project implementing Siebel Sales and Field Service firmware for their sales force <p>GENERAL TRAILERS - ERP Baan</p> <ul style="list-style-type: none"> • Configuration and sales management • Needs evaluation and establishment of management processes • Gap analysis <p>SCHNEIDER ELECTRIC – Assisted construction of an international project merging information systems of Merlin-Gérin and Télémécanique</p> <ul style="list-style-type: none"> • Detailed analysis of firmware configuration (SAP, Trilogy, Concentra) • Organisation and follow-through of technical and functional prototypes • Analysis of back-office integration • Creation of budgets and schedules <p>CGG (Compagnie Générale de Géophysique) – Supporting choice of new integrated firmware for seismic exploration mission logistics</p> <ul style="list-style-type: none"> • Benchmark ERP (SAP, JDE, Oracle, PeopleSoft,) • Best practices and description of target processes • Creation of project design <p>SEPPIC, Groupe AIR LIQUIDE – Supporting choice of new integrated firmware (sales and logistics)</p> <ul style="list-style-type: none"> • Needs evaluation and management procedures • Benchmark of firmware ERP (SAP, JDE, Movex) 	<p>Cap Gemini Paris, FR</p>
1995-1996	<p>Managing Director</p> <ul style="list-style-type: none"> • Managing Director (25 employees, subsidiary of American group Flow) • Reorganization of sales and marketing departments • Strategy: organization, processes and methods, recruitment, management structure • Cost-killing and restoration of profitability • Management of multiple operations (Paris, Lyon, Marseille), • Negotiation with and reporting to group management in the USA 	<p>CEM Flow Paris, FR</p>
1983-1995	<p>Selected Other Experiences BIOPOLE Clermont-Limagne</p> <ul style="list-style-type: none"> • Feasibility study for a biotechnology cluster • Development of the key business specifications for the sector 	

NORD-PAS DE CALAIS DEVELOPPEMENT

- Internal and external audit of organization
- Created action plan
- Reorganization

CENTRE NATIONAL de la CINEMATOGRAPHIE

- Financial and marketing audit of actions taken to export French cinema
- Impact evaluation of actions and results
- In-depth analysis of financial commitments and set up of cost control procedures

Advertising Agency CONJONCTURE and marketing subsidiary
« POURQUOI PAS ? »

- Media-planning and marketing consulting
- Development of specific marketing analysis tools
- Prospection, sales and cost-benefit analysis for SMEs, banks and local organizations.

BIPE (1983-1985) - Marketing and Strategy Consultant for SMEs



– Marc BERTHIER –

Senior Consultant

Summary:

Marc Berthier has pursued a diverse 15 year sales career. After his degree in management from Strasbourg University, he took a number of account management roles in the IT Services sector. Progressing from Key Account Manager to Sales Director with a company whose annual turnover exceeded 250M€ he now works as an independent IT Services Sales consultant. He can provide sales process qualification as well as expertise in packaging service offers for large accounts.

Key Words: French, Italian, IT services, negotiation, people management, sales strategy, ITIL

References

- 2010- Present **CEO / Sales Consultant** **Optistique**
Toulouse, FR
- On behalf of R&R Consulting:
Sales Consultant in IT Services for Airbus
- 2005-2009 **Sales Director** **Astek**
Toulouse, FR
- ASTEK Group, IT Services, 3500 people, 250 M€ of turnover
- Responsible for sales to major accounts :
 - AirFrance, Alcatel, Astrium, Pierre-Fabre, France Telecom, Airbus
 - Management of existing accounts and new markets development
 - Set up sales strategy and development plans
 - Corporate reporting
 - Airbus Toulouse Account Manager :
 - Packaging offers & selling specific IS & IT services for Airbus :
 - Operation and support (Clearcase, Catia/Enovia)
 - Technical knowledge management
 - Project Manager Officer (Iron Bird, Training Academy)
 - Project Management (PLM)
 - Technical solution audit
 - Technical expertise
 - Negotiate international referencing E2S, EADS group
 - Present Astek services offer to Purchasing department
 - Manage the IS Team (14 consultants)
 - Recruitment
 - Missions follow-up
 - Set up objectives & performance evaluation
 - Operational management of three Account Managers
 - Responsible for sales process quality certification ISO 9001
 - Business processes mapping and auditing
 - Local process versus corporate processes gap analysis
 - Change management
 - Involvement in quality process documentation writing and validation
 - Answer to Request For Proposal:
 - Collect and understand customer requirements
 - Manage multifunctional teams to answer the request
 - Defend the offer proposal: slideshow and sales argumentation
- 2003-2005 **International Experience** **Istituto Italiano di Fotografia di Milano**
Milan, IT
- Graduate of Photography Institute
- 2001-2003 **Account Manager** **ARES Group**
Orléans, FR
- IT Services company of 1800 people, 450 M€ of turnover
- Prospect and developing new and existing customers
 - Develop sales of IS services
 - Develop new IT services catalog and package offers

2000- 2001	<p>Account Director (Business Unit Finance) Largest WebAgency in Europe with 2000 people, 120 M€ turnover</p> <ul style="list-style-type: none"> • Set up the Business Unit • Define the business strategy • Recruit and manage a finance team (20 people) • Sell internet, intranet or extranet global solutions for major accounts 	PIXELPARK Paris, FR
1996- 2000	<p>Account Manager: Responsible for Finance Accounts IT Services company specializing in Oracle Databases, 6 M€ of turnover</p> <ul style="list-style-type: none"> • Sell IT services to major finance accounts • Prospect and develop new markets • Be the main interface with our Partner, Oracle France. • Create a telemarketing service and install the monitoring Tools. 	K2 Paris, FR
1995- 1996	<p>Account Manager: Major Accounts Apple Multimedia Dealer, 20 M€ of Turnover</p>	KA Group Paris, FR



– Nicolas MROCZKO –
Senior Consultant

Summary: Nicolas Mroczo received his Engineering degree in Organization and Management of Information Technology from Nantes' Ecole des Mines. He also spent time in Lund, Sweden at the Lund Institute of Technology specializing in logistics and computer networks. His IT and project management consulting career has taken him to places like UK, Germany, India, West Africa and China. He offers information systems integration experience with logistics, sales, and finance processes, as well as reporting tools and networks.

Key Words: change management, computer networks, French, German, IS integration, logistics, project management, Spanish

References

Sept 2009- Present	<p>Mission: IWG2 Operational Manager for EADS partners</p> <p>In the scope of the creation of the IW organisational unit for Worldwide ICT Services and Projects</p> <ul style="list-style-type: none">• Follow up, support and harmonization of processes between Airbus ICT, EADS, as well as Airbus subsidiaries and joint ventures around the world• Among others: ATFAC, ATDC, ABEC, Airbus China, ATR, ACJC...	<p>Airbus Toulouse, FR</p>
May 2006-present	<p>Airbus IT Project Leader – FAL China Project</p> <p>In the scope of the new A320 Final Assembly Line being set up in Tianjin for Airbus</p> <ul style="list-style-type: none">• Responsibility for IT Infrastructure and Business Applications• Scope including FAL and Delivery of business processes• Study and coordination of more than 100 requested applications and main backbone features, environment including an Airbus Joint Venture and a full Airbus subsidiary• On-time delivery of all requirements	<p>IDTM (Freelance) Toulouse, FR Hamburg, DE Tianjin, CN</p>
Mar 2005– Apr 2006	<p>International Project Manager</p> <p>Project manager for a software editor dealing with B2B information sharing</p> <ul style="list-style-type: none">• Analysis of information needs for business optimisation in logistics, transport and retail• International Environment (mainly European)• Team of up to 6 consultants• References: United Biscuits, Entremont, Trace One, CibleX	<p>Influe Paris, FRANCE</p>
Dec 2002 – Nov 2004	<p>Ministry of Economics, Finance and Industry: IT and Energy Sector Attaché</p> <p>Team member of the Economics Department of the French Embassy in Ivory Coast:</p> <ul style="list-style-type: none">• Study of regulatory, policy and public-private partnership issues in Energy and IT sectors• Economic survey of oil, gas, electricity and mines sectors• Economic survey of computing, broadcasting, mobile and fixed telephony sectors• Commercial prospective missions and advisor for French companies• Consultant for Trade Insurance companies• Data collecting and synthesizing on West Africa• Organisation of collective prospective missions and diplomatic meetings	<p>Embassy of France Abidjan, IVORY COAST Cotonou, BENIN Ouagadougou, BURKINA FASO www.missioneco.org www.minefi.gouv.fr</p>
Sep 2001 – Oct 2002	<p>Project Manager</p> <p>As a team member of the Middle Office, my responsibility was to analyse the implementation of an information system for valorisation and reporting of funds capitalising 5,6 billion EUR.</p> <ul style="list-style-type: none">• Composition of the requirements documents, technical specifications• Sourcing of offered solutions, technical and financial audits, shortlisting• Negotiations with potential providers, budget forecast• Implementation management	<p>San Paolo Asset Management Paris, FRANCE</p>

Jan 2001- Aug 2001 **Change Management Consultant**
 As an external consultant for EDF, the major French electricity company, our team implemented a new logistics organisation for French overseas departments.

- Methods and Information System training for key users
- Data integration, parameters definition
- Change Management, system switching

Scope including Production, Transport and Distribution of Electricity

[PM Conseil / EDF](#) -
 French Overseas
 Department
 Paris, France
 French Guyana



– Xavier Bellamy –
Senior Consultant

Summary: Starting out as a computer science engineer, Xavier Bellamy quickly transitioned into management roles as a high-tech sector Commercial Director. He did his engineering and MBA studies in Grenoble with ENSIMAG and CAE respectively. Xavier spent 7 years with Aerospatiale/Airbus as an Account Manager before taking on a Sales Director position with CR2A-DI. His extensive IT and aerospace experience made him invaluable to Sogeti High-Tech where he helped launch high-tech service offerings in Europe and North America as Director of International Development.

Key Words: aerospace, high-tech, sales strategy, negotiation, talent management, French, outsourcing/offshoring/co-contracting

References

Jan 2008- April 2009 **Director of International Development USA – Europe**

- Development of High-Tech business service lines in Europe and USA, Creation of a new High-Tech business line for SOGETI US (2008 Revenues– 6M\$)
- Clients: Procter & Gamble, General Electric, Schlumberger; Synergy of US and Indian subsidiaries
- Development and supervision of the High-Tech community in each branch of the group
- Specific focus in the international aeronautic sector

GROUPE SOGETI
 Toulouse, FR

<p>Jan 2002- Dec 2007</p>	<p>Regional Director Activities based around several technological areas</p> <ul style="list-style-type: none"> • Managed an entity of 5 divisions (West, South-west, Provence-Alpes-Côte d'Azur, and Rhône-Alpes) or 12 agencies, 1,000 employees • Key Accounts included EADS, AREVA, THALES, SAFRAN, and France Telecom 	<p>SOGETI HIGH TECH Toulouse, FR</p>
<p>Apr 1988- Dec 2001</p>	<p>Department/Agency Director - Toulouse and Aquitaine Region</p> <ul style="list-style-type: none"> • Profit centre management of 40-400 collaborators • Responsible for Aerospace sector sales: • AIRBUS, ASTRIUM, CNES, THALES 	<p>CR2A-DI Toulouse, FRANCE</p>
<p>Mar 1981- Mar 1988</p>	<p>Account Manager</p> <ul style="list-style-type: none"> • Sales of flight simulators for training(Airbus supplied airlines) • Sales of Automatic Tests (Dassault, French Army (DGA), Foreign armies) 	<p>Aerospatiale-Airbus Toulouse, FRANCE</p>
<p>Jul 1978- Feb 1981</p>	<p>Information Systems Developer</p>	<p>Cap Gemini Sogeti Paris, FRANCE</p>