



Lionel Frankfort



Who am I?

I often define myself as a bridge, whether between different people, or between different perspectives (on life and the business world):

- Hard core business content (strategy, finance & operations) and human dynamics (emotions, psychology, team & personal drivers)
- Large corporations and start-ups
- Consulting and line-management
- Public and private sectors
- Masculine and feminine energies
- Structure and intuition

My 10 words: mankind, purpose, nature, alignment, art, passion, emotions, leadership, friends, harmony.

My Values: start with the “why”; foster trust, fairness and constructive discussions; be curious about facts and open to emotions; facilitate a systemic alignment; leverage internal people and their ideas; take it with humor; be humble, authentic and respect.

My pledge – Why i do what i do?

Support leaders and organizations to create more harmony and shared-value for the world.

What expertise I bring to GINPI clients?

- By stimulating the emergence of a strong and noble purpose.
- By integrating and aligning multiple perspectives to reach this purpose.
- By architecting complex transformation programs toward organizational high performance.
- By linking, coordinating and coaching people and teams to efficiently and effectively work together.

What have i realised?

I have a 21-year background in business, with multiple perspectives: next to my role of organizational transformation advisor, I acted in the fields of general management, b-to-b sales, finance, strategy consulting and entrepreneurship. Prior to my consultancy LIFRAN, I worked at Solvay, Atos Worldline, AT Kearney, Arthur D. Little and 3 start-ups (of which I founded one).

As consultant and coach for the last 7 years, I have facilitated strategic processes and transformations of leaders, teams and organizations (culture and governance models) for clients in numerous industries such as chemicals, biotech, financial services, social services. Their profile varies between a well-funded start-up in steep growth phase, a multinational group of several billion EUR in revenues and a government agency delivering social services to millions of people.

I am also a visiting professor at IE Business School (Madrid) in organizational development

Languages

- French (mother tongue)
- Dutch (fluent)
- English (fluent)

Education

- Master in Consulting and Coaching for Change (clinical psychology applied to organizations) at INSEAD (Fontainebleau)
- Leading change in complex organizations at M.I.T. Sloan (Boston)
- Business administration with a major in Finance at ICHEC (Brussels) and University of Greenwich (London)

Involvement

- Member of the board at Terre de Vie Foundation (supporting social impact entrepreneurs)
- Member of the steering committee of Insead Women in Business (Belgian chapter)