

Resume



Personal Information

Names(s) / Surname(s) **Nijs Patrick**
Address 4#16B, Lian Bao Apartment, Xing Fu Yi Cun Xi Li
Chaoyang District, 100027 Beijing (PRC)
Telephone(s) +861064168889 Portable +86 18611115298
Mail address pn@kabissa.co
Nationality Belge
Birthdate 30 octobre 1950
Sex Male

Professional Experience

Dates 04/10/1978 - 31/07/1987
Function Pedagogical Adviser
Main Activity and responsibility ► Works half time as pedagogical adviser in the « Faculté Ouverte de Politique Economique et Sociale » (FOPES) (Open Faculty for Social and Economic Policies) at the Catholic University of Louvain.
In this capacity :
► Adapts university pedagogy to a public composed by adults with an extensive professional background,
► Follows and monitors specific groups of about 20 adults along a three year university curriculum including the production of a thesis leading to a master diploma in social and economic policy,
► Lectures 63 hours a year in teamwork, group leading, efficient communication, personal management and scientific research methodology in humane sciences.
Name and address of Employer Université Catholique de Louvain (FOPES)
Place de l'Université, 1348 Louvain-La Neuve (Belgique)
Range of Activities Academic

Dates 01/09/1979 - 30/07/1985
Function Independant Psychosociologist and Psychotherapist
Main activities and responsibilities ► Manages a professional association of psychosociologists, the ASSEIP (l'Association Pour l'Etude et l'Intervention Psychosociologique),
► Together with Pr Vincent HANSENS from Université Catholique de Louvain, works as a consultant and trainer for business leaders and companies in human relations, leadership and communication.
► Worked for the following clients :
◦ Centre de Formation et d'Intervention Psychosociologique (CFIP) in Brussels,
◦ l'Ecole des Parents et des Educateurs (EPE) in Brussels,

- Ligue des Familles Nombreuses (Belgian Association of Families with three children or more),
 - Service de Formation de la Fonction Publique belge (training center of the Belgian Public Servants),
 - Université Libre de Bruxelles, CEPAC (Executive MBA program at the University of Brussels),
 - ACEC (leading high-tech company in Charleroi)
 - AV (Belgian Association for the promotion of benevolent work)
 - Institution for juvenile delinquents in Namur,
 - Vie féminine (women's association of the Christian Social party)
 - Training Centre for Mothers taking care of children from other families during working hours (depending on the Ministry for Social Welfare),
 - Jeunesse et Loisirs (Youth Mouvement of the Christian Social Democrat party),
 - CNAP (Belgian National Confederation of Associations of Pupils' Parents),
 - Asbl "la porte du soleil" in Brussels (private school for psychotherapists) in Brussels,
 - « Institut de Formation d'Assistants Sociaux » in Mons (professional school for social workers).
- Writes several articles and surveys in the ASSEIP bulletin, « La Gazette Parallèle », the review of CFIP on psychosociological issues
- runs his own practice as psychotherapist

Name and address of Employer Nijs Patrick
Avenue des Combattants, 161, 1340 Court Saint Etienne (Belgique)

Range of Activity Consultance

Dates 01 novembre 1986 - 08 août 1998

Function Trainee Diplomat

Main activities and responsibilities ► Trainee at the Ministry of Foreign Affairs after having succeeded in the entrance examination of the Belgian Diplomatic career.

► Worked during the Belgian Presidency in 1987 as deputy European Correspondent coordinating the Foreign Policy of the European Community when the Single Act came into force..

Dates 08 août 1988 - 04 août 1992

Function Deputy Head of Mission at the Belgian Embassy in Bujumbura

Main activities and responsibilities ► responsible of the management of the mission (50 people),

► Burundi having been formerly under Belgian Administration, the Belgian Embassy in Burundi was the largest diplomatic representation in the country where Belgium, at the time, was the largest aid donor and trading partner.

► Supervises the Belgian Development Aid to Burundi.

► Steps in as Chargé d'Affaires a.i. (Acting Ambassador) during seven months. During this tenure had to cope with seven major crisis including a wave of masterminded criminality against expatriates, coup attempts, ethnic massacres and evacuation of Belgian citizens from Zaïre and Rwanda through Burundi

► in charge of political reporting and political affairs (intelligence and analysis of political forces in a transition period). Became personally acquainted with Melchior Ndadaye founder of the political party FRODEBU and first elected Burundian President in August 1993.

► supervision of the chancellery,

► management and protection of the Belgian Community (1250 people) including supervision of a large Belgian School (1500 pupils)

► Organizes a Belgian Week in 1991.

► Sets up a « festival of European Film » still existing today

► set up a « European Medical House »

Dates August 08,1992 - August 08, 1997

Position Consul General of Belgium in OSAKA with jurisdiction on Chubu, Kansai, Shikoku, Kyushu and Okinawa.

Main activities and responsibilities Due to his excellent records in Burundi was appointed Consul General of Belgium in OSAKA. In this capacity :

- ▶ Puts a big emphasis in coordinating with the EU delegation in TOKYO and enhance the EU spirit and visibility in the Kansai area,
- ▶ Prepares and organizes two important economic missions presided over by HRH Prince Philippe
 - in OSAKA and NAGOYA, in 1993;
 - in SHIMONOSEKI, FUKUOKA and OSAKA in 1997 (led by Mr. Herman van Rompuy, Minister of Budget).

These missions included technological seminars for 1000 Japanese participants, promotion weeks in department stores, various cultural events (MOZART festival in FUKUOKA, setting up of an exhibition on Belgian Comics for the Japanese public....) and the organization of meetings, inaugurations and various promotional events (Belgian gastronomic weeks.....),

- ▶ Launches a Kansai-Belgium Chamber of Commerce,
- ▶ Spends a lot of time in attracting Japanese investments to Belgium (Daikin, Toyota, Mazda, NGK, Aisin AW, Gunze, Kyocera, Omron....). Plays a key role in the investment of KURARAY in Antwerp (100.000.000 USD).
- ▶ Organizes, all in all, six investment seminars with the Walloon Region, the Provinces of Limburg, Antwerp, the city of Ostend, the harbors of Antwerp and Zeebrugge.
- ▶ Organizes for the Diamond High Council of Antwerp a promotion seminar for a 300 people Japanese public.
- ▶ Receives the compliments of his Minister and the official appreciation of Japanese authorities, for his attitude and behavior on the occasion of the earthquake of KOBE, where his residence was located, on January 17, 1995.
- ▶ Takes advantage of his position of Dean of the Kansai Consular Corps to launch an international beer festival which still exists today.

Leading and management of a diplomatic mission requires the following generic competences :

- Organization of galas, events and economic missions,
- Negotiation of partnerships with foreign partners,
- Representation and defense of Belgian interests
- Reporting and communication with Belgian and Europeans authorities.
- Management of the services of Consular services,
- Team and Individual Coaching,
- Evaluation, definition and follow up of work objectives in due respect with the functions and competences of every staff members.
- Management of Belgo-belgian conflicts,
- Development of a team and cooperative spirit,
- Evaluation of staff members,
- Evaluation of the VISA policy and quality of the VISA service,
- Development of the vision, the role and the expertise of the Diplomatic Mission towards foreign Authorities, business community and Citizens.
- Communication and improvement of the circulation of information within the Ministry of Foreign Affairs.
- Development of a business network and connecting it to the Belgian political and business world.
- In coordination with the Commercial Attaches, development of a communication policy with the Belgian companies in Belgium and in the country(ies) of accreditation in order to develop the Belgian business abroad.

Dates August 8, 1997 – August 8, 2000

Position Consul General in Shanghai with jurisdiction SHANGHAI, JIANGSU, ZHEJIANG and ANHUI.

- Main activities and responsibilities
- ▶ Represents Belgium at the Board of Shanghai Bell, Sino-Belgian-French (ALCATEL) joint venture where the Belgian Government owned a 8,35% share. SHANGHAI BELL at the time was making a 800 million USD turnover and was employing more than 5000 people. Initiates the process of selling the shares of the Belgian Government to ALCATEL and the related setting up of the China Belgium Direct Investment and Equity Fund (CBDIEF).
 - ▶ Coordinates with the EU Consul Generals in Shanghai and the European Delegation in Beijing, grooms the setting up of CEIBS (China European International Business School, set up in Shanghai with the EU Commission financial support).
 - ▶ Prepares and follows, in November 1998, an official visit of the Belgian Prime Minister, Jean-Luc Dehaene, in Shanghai and Nanjing, with an extensive business program.
 - ▶ On his own initiative, in September 1999, organizes a Belgian fortnight in Shanghai with important various events for which he gains the official appreciation of his Minister and the publication of an article in the internal newsletter of the Ministry, « Egmont ».
 - ▶ Prepares and follows an economic mission presided over by HRH Prince Philippe in Shanghai with 147 participants in 2000.
 - ▶ Develops the concept of and manages a **project oriented** Consulate General encompassing up to 50 people according to the projects.
 - ▶ Sets up event on external budgets he took care of, including an exhibition on the Belgian painter PERMEKE and a Belgian week (see here above).
 - ▶ Supervision of the chancellery releasing 2.500 visas/year and administrating 1000 Belgian citizens.

Dates August 8, 2000 – January 15, 2002

Position Director for China, Japan and Mongolia.

- Main activities and responsibilities
- ▶ In charge of China, Japan and Mongolia at the Head office of the Federal Public service (Ministry) of Foreign Affairs in Brussels.
 - ▶ In Charge of European Coordination with these countries during the Belgian Presidency of the European Union on the second semester 2001. Steps in as EU coordinator (Focal Point) for the organization of two landmark summits :
 - the **4th UE-China summit on September 9** that came up with the first ever joint declaration and
 - the **10th UE-Japan summit on December 8th** where a sweeping new action plan was jointly published.
 - ▶ Negotiates on behalf of the European side the **first** joint declaration between China and the UE on the occasion of this fourth summit.
 - ▶ Organizes
 - a joint committee between Belgium and China,
 - a Belgian consular conference in OSAKA,
 - an official trip to Japan by Guy Verhofstadt, Prime Minister,
 - an official visit of Mr Louis Michel, Minister of Foreign Affairs to China in the framework of a ASEM Ministerial meeting, ,
 - ▶ Accompanies and briefs Mr. Elio Di Rupo, President of the Belgian Socialist Party for a ten days trip to China upon invitation of the Communist party of China with whom he has kept a privileged relationship since his stay in Shanghai in 1998.
 - ▶ In the framework of the UE-CHINA Summit that coincided with a bilateral official visit to Belgium by Premier Zhu Rongji and the celebration of the thirtieth anniversary of diplomatic relations between China and Belgium, takes the initiative and finds the budgets to set up an exhibition in the Cinquantenaire Museum in Brussels on the history of the relationship and to publish a commemorative film on CDOM..
 - ▶ Identification and management of budgets,
 - ▶ Development of networks,,
 - ▶ Negotiation and problem solving,
 - ▶ Communication with high level officials from Japan, China, Europe and Belgium, ,
 - ▶ Creation and development of business relations with China and Japan,
 - ▶ Defense of the Belgian standpoint with China in negotiations related to clandestine immigration and traffic of human beings with due reporting towards the Belgian part and coordination with the Belgian Home Office, ,
 - ▶ Analysis of Chinese Politics and finding of opportunities for Belgian business,
 - ▶ Follow up of asylum requests by Chinese citizens

	Dates	January 15, 2002 – August 8, 2003
	Position	Responsible of the desk in charge of the United Nations
Main activities and responsibilities		<ul style="list-style-type: none"> ▶ Follows for Belgium the works of <ul style="list-style-type: none"> - the Fifth (budget) and Sixth (International Law) Commissions of the UN General Assembly, - the World Conference on Population Ageing, - the setting up of the International Criminal Court, - the Peace Keeping Operations, - the sanctions of the security Council - the Balkans files in the UN, - the Middle East files in the UN, - the Iraq files.in the UN.. ▶ Analyses the positions and the policies followed by the other Nations in the United Nations and searches the opportunities for Belgium therein. ▶ Prepares, controls and executes the Belgian financial contributions to the United-Nations system (ordinary budget, Peace keeping operations, international tribunals). ▶ Conceives the budgetary policy of Belgium towards the UN, ▶ Negotiation with the secretariat of the United Nations through the fifth Commission of the General Assembly. ▶ Controls the use of the budgets by the UN Secretariat. ▶ Follow up and budgetary monitoring with the Belgian Ministry of Budget. ▶ Reporting towards the Ministry of Budget. <ul style="list-style-type: none"> ▶ Follow up of the modernization of the public administration at the federal level on behalf of the Ministry of Foreign Affairs. ▶ Participates in the “interface working group” that set up profiles for the top managers in the Federal Public Services in the framework of the COPERNIC plan aiming at reengineering the whole system of the Federal Administration. ▶ Participates in the reflection on how to define the functional domain « Foreign Affairs » and how to merge the four existing careers prevailing in the ministry of Foreign Affairs that was recalled “Federal Public Service Foreign Affairs”.
	Dates	August 8, 2003 – August 15, 2007
	Position	Consul General of Belgium in Hong Kong and Macao.
Main activities and responsibilities		<ul style="list-style-type: none"> ▶ Responsible of a middle size Belgian diplomatic mission with 800 Belgians and a special position in China. ▶ Reports about the political situation of Hong Kong and its position as financial hub. ▶ Pushes through, negotiates and concludes on behalf of the Belgian Government the first European Agreement with HONG KONG to avoid double taxation. ▶ Coordinates the activities and the vision on Hong Kong (important for the UE) with his European Colleagues and the Delegation of the European Commission, ▶ Manages the multiple contacts with the local authorities. Joins the Chief Executive, Donald Tsang, during his tour in Europe in 2005. ▶ Drives and coordinates the commercial promotion of Belgium in Hong Kong, Macao and the Pearl River Delta. Engineers the setting up of a Belgian general Consulate general in GUANZHOU. ▶ Sets up a special policy to attract Chinese Investments to Belgium. ▶ Prepares and manages the Hong Kong part of the economic mission to China presided over by HRH Prince Philippe in 2007. ▶ Reaches out to- and assists the shipping industry, especially the ship management services where Belgians are looming large. ▶ Takes the line of defining and conducting one major project a year :

- "Belgium-HK Invest" in 2004. In depth study and resulting action on Chinese Investments to Europe from Hong Kong with the publication of a brochure called "wake up call to the Belgian Policy makers" and the compilation of an extensive list of 150 potential investors.
- "Best of Belgium" in 2005 : 21 promotional events spread on the month of November based on self-sustained budget raised by him with the publication of a memorial book.
- EECHK (European Education Community in Hong Kong) in 2006-2007. Project to set up an eco-international high school with a boarding facility in the new territories that was ultimately defeated by HARROW by a narrow margin.

Dates	01/09/2007 - 15/08/2009
Position	Director general of Consular Affairs, member of the board of the Federal Public Service Foreign Affairs.
Main activities and responsibilities	<ul style="list-style-type: none"> ▶ Leads 700 people spread into 120 consular and visas sections worldwide with a EUR 40.000.000 budget for the production of 450.000 passports, 250.000 visas, and the administration and consular protection of the 400.000 Belgian expatriates. ▶ With his French Colleague, started and launched the outsourcing of visa applications to private companies for member countries of the Schengen area. At the same time develops the first joint Schengen Visa Application Center on European subsidies in Kinshasa called the "Schengen House", ▶ Develops a new Belgian passport incorporating the most advanced security devices. ▶ Sets up a management plan: vision, mission, strategic targets to attain and management of the allocated budget. ▶ Sets up an operational plan stemming out of the management plan. ▶ develops and controls the rolling out and adapts the lines of conduct regarding the following functional domains : <ul style="list-style-type: none"> - Circulation of people: application and control of the norms regarding migration and trans border circulation of people and international cooperation in these issues; issuance of visa for business people, tourists, students, employees, in the framework of family reunification; make visa services accessible to applicants including where Belgium is not represented; issuance of passports (450.000/year) and travel documents to Belgians and other entitled persons; pursue the acceleration of the issuance of identity cards and passports for overseas Belgian; use of new technologies to secure these travel documents in the framework of existing international agreements. - Financial consular affairs : consular taxes, autonomous management of consular incomes, - Assistance and judicial matters : help and assistance to the Belgians abroad and international judiciary cooperation (follow up of trials and indictments abroad, coordination in prohibition of narcotics) - International private law and consular law : Belgian and international standards regarding the judicial status of citizens, detention or acquisition of nationality, guarantee for the rights of the Belgian abroad, legalization of documents released outside Belgium for use in Belgium, legalization of documents released in Belgium for use outside Belgium, ▶ International and European coordination in consular matters, ▶ Improves the management of the National Database in close coordination with the Federal Public service (Ministry) of Interior, ▶ Makes proposals to adapt the Consular law to the requirements of present times, ▶ Actualizes all information folders and brochures regarding the consular service and sets up an own brand for consular information products, ▶ Works at setting up a flexible organization for the Belgians abroad to participate in elections, ▶ Puts clear consular instructions at disposal on a centralized way (Internet), ▶ Participates to international negotiations regarding immigration, fight against organized crime and trafficking of human beings, circulation of people, European consular assistance, etc.... ▶ Proposes and executes mid-term action plans regarding the issuance of visas, passports and Identity Cards, ▶ Organizes, leads and takes care of the continuous follow up on the organization to make sure it is fulfilling the strategic objectives that are set up. Corrects the techniques and methods used. ▶ Invests and uses the means allocated by the Personal and Organization Department, the budget, the auditing, ICT, logistics, Press and Communication, Protocol and Security to implement the assigned missions efficiently,

- ▶ Guides, inspires, evaluates and develops a heterogeneous team based in Brussels and abroad in order to meet the objectives assigned,
- ▶ Creates fulfilling outlooks for his fellow-workers within a motivating working environment,
- ▶ Supports and encourages the changes where it is necessary within his domain,
- ▶ Keeps and develops relationships with organizations representing and defending the interests of Belgians abroad.
- ▶ Keeps and develops relationships with all the partners of Belgium in consular matters worldwide,
- ▶ Coordinates the communication on consular matters with medias, opinion leaders in order to insure a positive image for the Belgian consular services.
- ▶ Organizes the participation of the Belgian expatriates to elections worldwide
- ▶ **In 2008 went successfully through an assessment for the position of Secretary General of the Federal Public service Foreign Affairs.**

Main activities and responsibilities	<p>August 8, 2009 – April 30, 2013 Ambassador Extraordinary et Plenipotentiary of the Kingdom of Belgium to the People's Republic of China and Mongolia.</p> <p>Dates</p> <p>Position</p> <p>▶ Represents and defends the Belgian Interests in the People's Republic of China and Mongolia which represents :</p> <ul style="list-style-type: none"> - a bilateral trade of USD 30 billion a year - 912 Belgian companies vested in china with a total cumulated investment of USD 1,3 billion - 774 Belgian technologies used in China for a contractual value of total USD 3,5 billion in 2013. <p>▶ Accompanies Vice-President Xi Jinping in Belgium during his official visit to Europe from October 7 to October 10, 2009 at the time Herman Van Rompuy was Prime Minister of Belgium.</p> <p>▶ Organizes, coordinates, supervises an all range of events organized in China in 2011 on the occasion of the celebration of the 40th anniversary of the diplomatic relations between China and Belgium which included :</p> <ul style="list-style-type: none"> - The publication of a book " a passage to Belgium" - The branding of the all year campaign with adequate, comprehensive and sustained media coverage, - The complete rebranding of the embassy and the 3 Consulates General of Belgium in China with a new logo, a Facebook page and a Weibo blog, - Thirty events spread along the year including an Economic Mission to China presided over by HRH Prince Philippe with Princess Mathilde and 450 companies attending and a program in Beijing, Chongqing, Guangzhou, Shenzhen and Hong Kong. <p>▶ Sets up a management plan from which operational targets were deducted for the Belgian diplomatic and consular apparatus in China with an annual review. This systematization of diplomatic work includes "enterprises contracts" with Belgian model companies in China : Beaulieu international group (flooring solution), BICS (telecom), Agfa-Gevaert (color printing), Exmar (shipping).</p> <p>▶ Advices and monitors Chinese companies in their investments in China including: HUAWEI, ZTE, DATANG, SANY, GEELY SANY, HAINAN, ICBC, CCB, COSCO, SINOMACH, WANDA, HAIER.... and establishes privileged links with their founders and top leaders.</p> <p>▶ Participated since, its beginning in 2001 to the creation of the China Belgium Direct Investment and Equity Fund (USD 100.000.000) set up with the Chinese Ministry of Finance with part of the capital earned by the selling of the shares of the Belgian State in Shanghai Bell to ALCATEL in 2001 (see here above).</p> <p>Subsequently, as Ambassador facilitates the setting up of :</p> <ul style="list-style-type: none"> - an equally valued "mirror funds" (USD 100.000.000) with CIC and and Acapital for Chinese Investment to Europe. - a USD 30.000.000 fund with Datang Capital to provide risk capital to European Starters in China. <p>▶ Represents the Belgian Presidency of the European Union in China on the second semester 2010 in China, just after the coming into force of the Lisbon Treaty and in this capacity, takes a special care to the positioning of a true "Embassy of the European Union" in Beijing,.</p> <p>▶ Leads, inspires, coaches and coordinates the all Belgian diplomatic network in China (300 people)</p> <p>▶ Gives lectures at Beihang University, Beijing Foreign language University, the international forum on China's Branding challenge.....</p>
---	--

► Briefs, advises and escorts 35 high level Belgian missions in China

Federal public Service Foreign Affairs
Rue des Petits Carmes,15, 1000 Bruxelles (Belgique)
Diplomacy

Name and address of the Employer from
1986 to 2013

Domain of activity

Education

Dates October 1, 1969 – September 01, 1978
Diploma Master in Political and Social Sciences,
Main topics/professional skills adressed International Organisation,
Gouvernement and public Administration,
International organisation, psycho-sociology.
Name of the University Université Catholique de Louvain (Universitaire)
Place de l'Université, 1348 Louvain-La-Neuve (Belgique)

Personal skills and abilities

Mother language **French**

Other language(s)

Self-evaluation	Understand				Speak				Write	
European level (*)	Listen		Read		Taking part to a conversation		Expressing fluently and continuously			
English	C2	Skilled user	C2	Skilled user	C2	Skilled user	C2	Skilled user	C2	Skilled user
Dutch	C2	Skilled user	C2	Skilled user	C2	Skilled user	C2	Skilled user	C2	Skilled user
German	B2	Independant User	B2	Independant User	A2	Basic user	A2	Basic user	A1	Basic user
Japanese	A1	Basic user	A1	Basic user	A1	Basic user	A1	Basic user	A1	Basic user
Chinese	A1	Basic user	A1	Basic user	A1	Basic user	A1	Basic user	A1	Basic user
Kirundi	A1	Basic user	A1	Basic user	A1	Basic user	A1	Basic user	A1	Basic user

(*) Common European framework of reference stemming from bottom A1/A2 to top C1/C2

Skills and social abilities Used to- and trained in teamwork.
Assessed capacity to develop a consensus to reach objectives
Outstanding sense of responsibilities.
Objective oriented.
Has developed an experienced and assessed capacity to persuade and negotiate,
Written and oral communication
Loyalty and integrity.
Great sense of humanity

Skills and organisational abilities Outstanding past records of achievement in management and directorship :
*Thinking mode
- Analytical spirit
- Flexible and Innovative spirit

- Vision and integration capacity
- * Management mode of human resources
- Coaching, motivation et people's development,
- Leading of groups,
- * Interaction with the environment,
- cooperation in – and development of networks
- Citizen oriented, internal customers and society.

Technical skills and competences

- Capacity to contribute to the development of a strategic vision on the partnership between the European Union and China and to put everything in place for its implementation and roll out,
- In depth knowledge of the relevant actors in China and Europe in the related domains and capacity to develop constructive relations with all of them. Has built an outstanding network in political, economic and business circles through 17 years high level and diversified experience between China and Europe.
- In depth knowledge of national and international domains mainly in the following fields : China, economics, politics, finances, consular, people to people, international law, development aid.....
- In depth knowledge of the functioning of international, European and multilateral organizations,
- In depth understanding of the decision making process at national, international and European level,
- In depth knowledge on the way for foreigners should conduct business in China and Chinese should conduct business in Europe
- Unique experience in multicultural issues and capacity to share it,
- Recognized and sought after public speaker and speech writer
- .- Skillful and assessed leader, manager, trainer, pedagogue and teacher.

Honours

Honorary Ambassador
 Commander in the Belgian Crown Order,
 Civic Medal of first class
 Military decoration of second class.
 Honorary Chairman of the Kashin Beck Foundation in Hong Kong
 Founding member of the Taoist Association of Belgium
 Honorary Chairman of the Benji's Centre in Hong Kong (autistic children).
 Bbbbbbb nnnnnnnnnnnnnnws

Complementary Information

- 1973-1976 : trained in psychosociology and personal development at :
- L'Association pour l'Etude et l'Intervention Psychosociologique (ASSEIP) : technics of intervention in organisation, group and meeting leading,
 - L'Ecole des Parents et des Educateurs (EPE) : management of stress; technics of interview, evaluation, assertiveness; positive listening and feed back,
 - Le Centre de Formation et d'Intervention Psychosociologique (CFIP) : analysis of organisations and systemic of change,
 - Le Centre International de Gestalt de Montréal : coaching and personal development.