



Ginette Brisebois, Professional Coach and Change Management Specialist, has more than 6 years experience as Integral Coach within the Public Service and the private sector. She has studied coaching with New Ventures North and has completed a certification with Integral Coaching Canada. She also has a Professional Coaching Credential (PCC) level with the International Coach Federation, and is a Member of the Integral Coaching® of Canada Consortium.

Ginette has completed a Masters program in Organizational Change Management at l'Université du Québec en Outaouais and she works extensively in the field, defining objectives and areas for improvement with clients before planning effective change actions. She also has extensive experience in helping individuals manage career change initiatives.

In addition to her experience with the Public Service, Ginette has over 20 years' experience in the private sector as a Coach, Consultant and Trainer/Facilitator. She focuses on Coaching, Change Management and Career Change/Evaluation Initiatives, as well as Leadership Development. She has traveled extensively in North America, delivering training and coaching programs to clients at all levels in varied industries.

Her clients include Service Canada, Senate of Canada, National Capital Commission, International Affaires and International Commerce Canada, Passport Canada, Health Canada, Statistics Canada, Canadian Heritage, McGill University, Loto-Québec, Bell Canada, Alcan, Quebecor, Olymel and Pharmaprix. Strengthened by her diversified experience, her interventions can reach the public and the private sector in both official languages.

Through her area of expertise, Integral Developmental Coaching, she supports individuals in their development through **personalized coaching** programs and guides managers in the development of the new competencies needed to support their growth in leadership while focusing on reaching individual and corporate objectives.

Ginette is committed to making clients feel honoured and respected in their current reality, and she knows how to reach them through her flexible, gentle and rigorous approach in order to attain the intended outcomes.

She also offers **coaching for groups** (Coaching Circles) of 5 to 7 participants. The development work of these groups takes place over a period of 6 to 10 meetings, with meetings every 4 to 8 weeks. This continuous learning approach uses the coaching methodology to seek specific improvements in the professional practice of each party, based on rigorous analysis of the participants' actual work situations. In addition to developing new competencies, participants develop their own coaching capabilities and learn on a continuous basis.