



Manon Lemay

PCC

Biography

Manon is a Professional Certified Coach (PCC), member of the International Coaching Federation (ICF) as well as ICF Quebec. She is a Senior Leadership Consultant and Coach at iA Financial Group, one of the Canadian leaders in the financial world with assets of over \$200 billion. She coaches middle and senior level leaders in individual, group and team settings and has been with the organization for almost 25 years. She also conducts coaching mandates in her "private practice", in French.

Manon has a background in management coaching, human resources management, consulting and finance. She is also certified in the Leadership Circle Profile (LCP) and the Collective Leadership Assessment (CLA). She has a rich professional experience of 30 years, including almost 25 years in human resources (staffing, performance management, coaching of succession and leaders, and organizational development).

Her background showcases her keen interest in the human dimension within organizations. She has a particularly acute knowledge of the reality of large service organizations, having spent most of her career there, in addition to having worked in other types of businesses. She coaches in various types of private companies, as well as in public organizations.

Manon is convinced that every person has within themselves everything they need to succeed. She is a partner who contributes significantly and effectively to the emergence of the potential of the people she accompanies. She enables them to become aware and to take action in order to reach their goals, their projects of success or transformation.

She accompanies leaders who wish to improve the effectiveness of their mobilizing and/or influencing leadership, with greater ease, serenity and pleasure. Her specialties are management and leadership development coaching as well as coaching for integration into a new professional role.

Manon is known for her humanism, her depth, her kindness, her generosity, her ability to build trust, her quality of presence, her listening skills, her empathy and her sense of humor. The great added value of her coaching comes from her professionalism, the power of her questions and the rich feedback she is able to offer.

CERTIFICATIONS

**The Leadership Circle
Profile™ 360
Assessment**

**Collective
Leadership
Assessment™**

**Immunity to Change
(Experience)**

**Coaching Circles
Facilitator
(Experience)**

**Strengths Finder 2.0
(Experience)**