

SYLVIE HUARD, A BUSINESSWOMAN WITH HEART!

Sylvie Huard makes a difference. She strikes to the heart of the situation, seeking to spark the pure creative energy within that is the catalyst for solutions. Her qualities of generosity, humor, sensitivity, and spontaneity define the nature of Harmonie interventions. She is disarmingly authentic with an enthusiasm that's contagious. Tactfully defusing the most complex of situations, she guides the way to new and often unexpected solutions. Sylvie Huard has the field experience to think through the scale of the challenge before her, and deliver tangible tools that take human and emotional factors into account.

PROFESSIONAL EXPERIENCE

HARMONIE INTERVENTION

Founder, CEO, Business Coach specializing in Family Business Transfers - 2005 to present

Working with the mission of "Business coaching toward the goal of a harmonious succession for long-term success", Sylvie Huard offers expert support services to leaders, conflict resolution, team-building, and group facilitation.



Achievements:

- 2016: "Being Better Practitioners: How to construct a shared vision through co-development" – Presentation to Conference in Miami
"How Human Factors and Emotions Impact the Success or Failure of Ownership Change in SMEs" – Presentation to Conference in Germany
- 2015: Membership in prestigious PDFB (Psychodynamics of Family Business)
- 2014: Trainer in best business practices: Toward a Successful Business Transfer
- 2012: Panellist for "The Impact of Emotions in the Transfer Process" workshop at TRANSEO Conference in Belgium
- 2011: Founder of GRQ, an international network of professionals who deal with the human side of business transfers
- 2009: Accreditation as business succession consultant by Business Development Bank of Canada (BDC).

Memberships :

Agriconseils (Advisory agency for agri-businesses)
Family Firm Institute (International network of thought-leaders in family enterprise)
Centre de transfert d'entreprises (NPO offering business transfer support services)
Groupement des chefs d'entreprise du Québec (Business leaders association)
Psychodynamics of Family Business (Forum of business transfer and mental health professionals)

GRUPE KHEOPS INC.

President-CEO.....2002 to 2005

Business restructuring, strategic planning, and management tools. Motivation of human resources to accelerate results. As of 2001, the enterprise had 40 employees and revenues of \$87 Million. Despite closing a division with \$10M+ in sales in 2002, Groupe Kheops achieved revenues of \$103M by 2005, with 35 employees.

New Division.....1995 to 2002

Started up new division of Groupe Kheops to prospect international markets: USA, Costa Rica, France, Italy, Germany, Great Britain, Taiwan, and Japan.

- Member of Board of Directors
- Staff grew from 1 to 7 people; division reached revenues of \$15 Million in 6 years
- 7 share transactions (sales and purchases), valued between \$50,000 and \$1.4M.

FÉLIX HUARD INC.

Sales Manager.....1985 to 1991

Created and maintained a positive team spirit in a climate of excellence. Developed local, regional, and international markets.

- Member of Board of Directors
- Increased client list from 25 to 150
- 2 share transactions (sales and purchases), valued at more than \$300,000.

EDUCATION

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| Certificate in Civil and Commercial Mediation | 2016 |
| Université de Sherbrooke | |
| Advance Certificate in Family Business Advising | 2015 |
| Family Firm Institute | |
| Certificate in Family Business Advising | 2014 |
| Family Firm Institute | |
| Master of Business Administration | 1995 |
| Université du Québec à Montréal | |
| Baccalauréat en psychologie | 1994 |
| Université du Québec à Trois-Rivières | |

PERSONAL DEVELOPMENT AND LIFE EXPERIENCE

Languages (written and spoken):

- English and French

Philosophy:

- The best results are founded on simplicity and contentment.
- Solutions come from within the enterprise.
- When talent is put to proper use, profits exceed expectations.

Clifton StrengthsFinder Assessment:

- **Maximizer; Strategic; Arranger; Responsibility; Individualization.**

Complementary Learning

As a believer in life-long learning, Sylvie Huard has taken inspiration from a variety of experiences, discoveries, and achievements that have shaped her evolution. Her world travels, business trips, and enthusiasm for personal development have enriched her approach with new and supplementary perceptions.

- 2018: Advanced study: Dealing with emotions in problems solving
- 2017: "Emotions, storytelling and strategy of the family business" – Conference in Paris
- 2016: Advanced study: Civil and commercial mediation
- 2013: Developing the Network Reflex: Networking program from Lise Cardinal
- 2012: DBA (Doctorate in Business Administration), one month in program
- 2011: Bonheur Tranquille: a learning trip with Rémi Tremblay to Nepal and Bhutan, which included a meeting with Karma Tshiteem, secretary of the Gross National Happiness (GNH) Commission of Bhutan
- 2010: Voir autrement, Leadership and Humanity: learning trip with Rémi Tremblay to Burkina Faso, Africa
- 2008: NLP Center: Six-day neuro-linguistic programming workshop on group leadership and public speaking.