



Entrepreneurial Resources Group

Senior Executives * Proven Results

Monique Lapluie

HUMAN RESOURCES DIRECTOR Focus: Restructuring and Industrial relations

BACKGROUND SUMMARY :

Operational HR Director for several companies, mid size to large corporations, specializing in the preparation and implementation of restructuring plans for the Packaging, Metal, Services Industry and Energy sectors.

EXPERIENCE

- Current : Senior Executive ERG EUROPE
- Group Labour Relations Manager of EDF Renewable Energy implementing a Social and Economical Unity and their representatives.
- HR Director for ALCAN implementing a restructuring project applying legal procedures (Books IV&III) and negotiating with workers 'council and the Unions: GPEC, Profit sharing, Working flexible agreements.
- General HR Director of SAFT Power Systems Group (Staff 1600 - Manufacturing Industry Collective Award Agreement - 11 legal entities in Europe, North America & Asia). Developed a multinational culture, overseeing 9 local HR managers, in a highly matrix organization.
- HR Director for ALCATEL Power Systems Division (PSD) establishing a social dialogue with the Unions within organization's economic crisis and in the context of the sale of PSD.
- HR Director for DANET SA French Software Company. Established and managed the transition from a Company's French culture to a worldwide culture reporting to the German headquarters. Strategically curtailed a number of crises, managing all facets of labour relations function.

KEY COMPETENCIES

- Global human resources management practices,
- Management of Industrial relations in hostile environments,
- Leadership development of supervisors and middle management.

ACADEMICS AND LANGUAGES

- Post Graduate Degree, International Trade and Law (1990).
- Masters Degree, Private Law specialising in Labour laws (1989).
- Certificate level, Psychology Neuro-linguistic Programming (1996).

- Bilingual English , French , Working knowledge of Spanish 

PROFESSIONAL BACKGROUND

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|----------------------------------|----------------------------|-----------------|
| • ERG EUROPE Senior Executive | Paris, FR | since July 2009 |
| • EDF Renewable Energy Group LRM | La Défense, FR | (2009) |
| • ALCAN Plant HRD | Sélestat, FR | (2007/2008) |
| • SPS General HR Director | Nanterre, FR | (2004/2006) |
| • ALCATEL HR Director | Nanterre FR, Timisuara, Ro | (2004/2006) |
| • DANET SA HR Director | Montrouge, FR | (2000/2004) |