



Aurélie CHODAT

Executive Coach & Trainer | Leadership, Transformation and Collaboration

Paris, France | Mobile across Europe | Working languages: French & English

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Executive Summary

Executive coach and trainer with 20+ years of experience supporting leadership development and transformations across Europe and Asia-Pacific.

Proven track record in partnering with executive teams to strengthen leadership, drive cultural change, and enhance organizational performance.

Combines HR expertise, systemic coaching, and innovative facilitation methods to unlock individual and collective potential in complex environments.

Core Expertise

- Executive & Leadership Coaching
- Transformation & Change Management
- Leadership Development Programs
- Team Effectiveness & Collaboration
- Cultural Transformation & Feedback Culture
- Conflict Resolution & Mediation
- Emotional Intelligence & Human-Centered Leadership
- Intergenerational, Multicultural and Cross-functional Management

Selected Client Engagements

- Designed and delivered leadership programs based on the Human Element model (L'Oréal, Engie, GRDF, Exotrail, France Éducation – 2026)
- Supported transformation and change initiatives (CNRS, Action Against Hunger, Cerfrance – 2025, Schneider Electric ...)
- Coached senior leaders and executive teams on leadership positioning, vision, and team alignment (CNRS)
- Delivered “Managers of Managers” programs for national institutions (CNAVTS – 2025)
- Facilitated cultural transformation toward agility and collaboration (Healthcare sector, Retail, Public sector)
- Led programs on emotional intelligence, stress management, and psychosocial risk

prevention (Ministry of Armed Forces, Groupama, France Travail – 2024–2025)
- Designed and facilitated HR development programs across Europe (Orange)

Professional Experience

Independent Trainer Executive Coach & Mediator | Paris | 2014 – Present

- Advise teams on transformation, leadership, and organizational culture
- Design and deliver high-impact leadership programs (in-person & digital)
- Facilitate executive committees and strategic workshops
- Lead team coaching and co-development sessions
- Conduct mediations

Apple – Senior HR Business Partner | Paris | 2014

- Led talent development and leadership initiatives across multiple business units
- Strengthened collaboration across retail, key accounts, and engineering teams
- Designed targeted learning solutions to support business growth

Travellex – EMEA HR Manager | Paris | 2010 – 2012

- Implemented regional leadership and talent programs
- Standardized HR processes across EMEA
- Introduced succession planning and 360° feedback frameworks

Schneider Electric – Change Management Leader (Europe & APAC) | 2005 – 2010

- Led large-scale transformation programs (process & systems)
- Designed and deployed change management methodologies across regions
- Partnered with executive committees to drive adoption and performance

Schneider Electric – HR Generalist | Sydney | 2003 – 2005

- Developed HR processes and learning solutions
- Implemented early digital learning platforms

Education & Certifications

- MBA in Human Resources – UTS, Sydney
- Certified Executive Coach – Académie du Coaching, Paris
- Human Element Practitioner – The Schutz Company, New York
- Certified Mediator – Ifomène, Paris
- Certified Change Management Trainer – IMA, London
- MBTI Level 1
- Process Communication Trainer
- Appreciative Inquiry (2026) – IFAI, Paris
- Systemic Coaching Program – IGB, Paris (ongoing)

Coaching Approach

- Systemic and human-centered approach
- Strong focus on awareness, responsibility, openness and sustainable behavioral change
- Combination of individual coaching, team facilitation, and organizational advisory
- Use of feedback-driven models and experiential learning

Additional Information

French nationality

Driving license

Interests: exploring complex systems, unlocking perspectives, travel and cultural discovery