



**OVER 2000 EXECUTIVES
PLACED IN 17 COUNTRIES
8 OFFICES AROUND THE WORLD**

Norman Alex
Executive Search & Corporate Development

About us

This year Norman Alex is celebrating our 25th anniversary. During this period, we have placed over 2000 executives in 17 countries through our 8 offices worldwide.

Norman Alex is an international consulting boutique providing executive search and corporate development services. Established in 1997 in Monaco, we also have offices in Geneva, London, Luxembourg, Miami, Montevideo, Dubai and Paris. We have the experience and global reach to help our clients develop their activities in most major markets.

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Our Website

Corporate Development

Sometimes companies need to grow their business by external means rather than just relying on recruitment. Consequently, Norman Alex established a corporate development department several years ago to address these needs. This department offers three main activities:

- 1) mergers and acquisitions
- 2) fundraising
- 3) business consulting.

If your company has any such development or divestment plans, we'd love to discuss them with you. You can contact us at info@normanalex.com or directly contact one of the directors on our website at www.normanalex.com/team-2/.

New hires

Norman Alex is pleased to announce the arrival of three new people [François Carloni](#) (Paris office), [Anastasiia Bredun](#) (Monaco office) and [Anna Vashakmadze](#) (Monaco office).



[François](#) has dual French & Italian nationalities and also speaks fluent English and Spanish. He has degrees from Edhec in Nice and a Master in Human Resources from SDA Bocconi in Milan.

He started his career in recruitment at Norman Alex in Monaco in 2005 for four years and subsequently spent more than 15 years working for multinational companies in Information Technology and other sectors. François worked with senior management on talent acquisition and international projects.

We are delighted to welcome him back to Norman Alex where he will be developing the financial services and technology sectors in France and throughout Europe.

Passionate about people, François is also a qualified coach and works with business executives on performance improvement. In his spare time he enjoys swimming and go-karting at a competitive level.

[Anastasiia](#) was born in Ukraine and moved to Nice, France in March. She is a professional business development manager with expertise in the technology sector. For the last few years she has been building relationships with companies of all sizes worldwide for their talent acquisition and fundraising needs.

In her spare time, she's actively involved in helping Ukrainian refugees and tries to relax by playing tennis and drawing.





[Anna](#) has a degree from Georgian Theatre and Film University in the history of art and moved to France in 2020. She started her own freelance business as a digital virtual assistant and also works with business owners to manage and simplify their workflow.

Anna is fluent in Georgian, Russian, English, and French. During her free time, she does voluntary work as a translator and also enjoys singing, playing the guitar, and photography.

Podcast

Our current paradigm of business profit above all, individual gain, and authoritarian command has hit the wall in what it can achieve. The global cost has been astronomical and it's getting worse. The natural world is suffering catastrophic degradation at a demoralising human cost. A recent Gallup poll suggests a massive 85% of employees are actively disengaged from work.

A polite way to say that a vast majority of work colleagues are anxious, frustrated and in a state of continual stress that is leading to a pandemic of burnout and ruined lives. In this podcast, our guest Chris Burton talks about stress and how to deal with it.

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A PARADIGM SHIFT IN PERFORMANCE IN THE WORKPLACE








Jérôme Jouanneau-Courville
Managing Director of Norman Alex


Chris Burton
Founder of Intandem

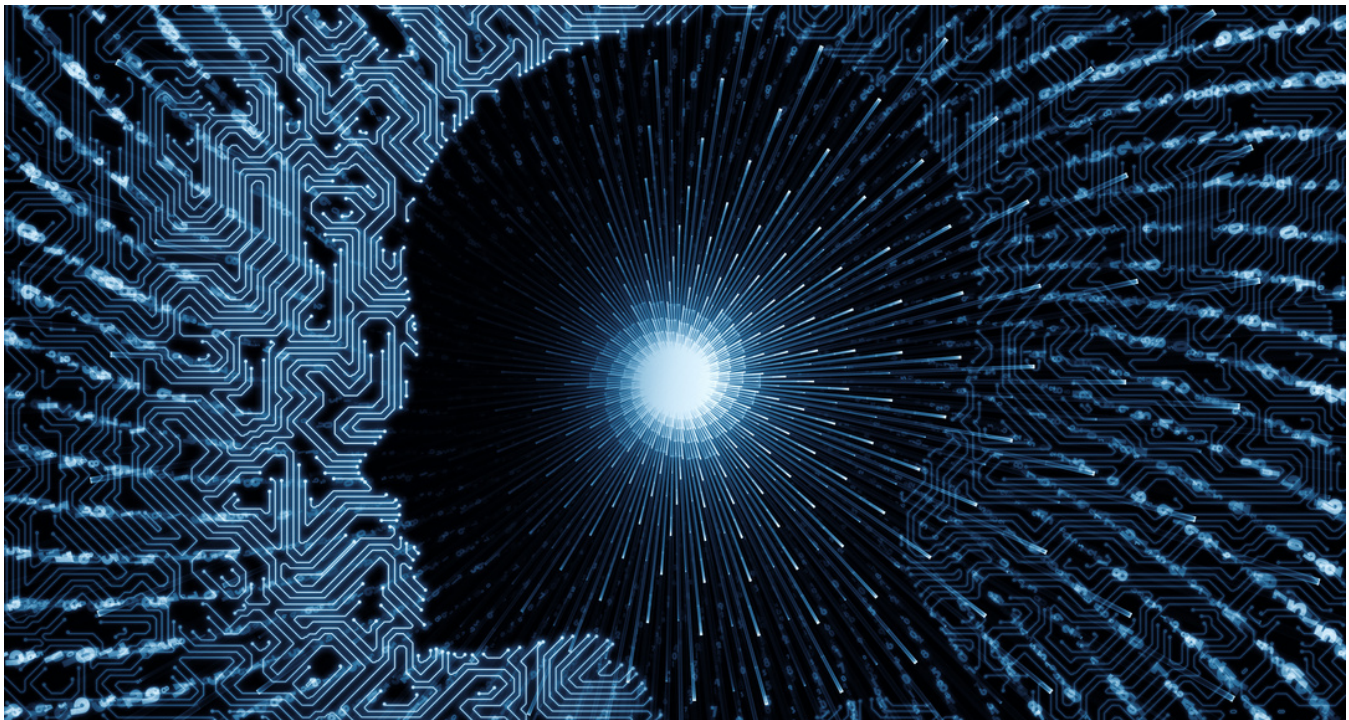
The podcast is also available on Youtube, Spotify, and Apple Podcasts. Click the button below to follow us on each platform.



Articles

The following article was written by Chris Burton, the guest of our most recent podcast (see above). It deals with the current paradigm in the workplace and how it affects organizations and individuals.

A paradigm shift in performance in the workplace.



An Imperative Paradigm Shift for Performance.

Our current paradigm of business profit above all, individual gain and authoritarian command has hit the wall in what it can achieve. The global cost has been astronomical and it's getting worse.

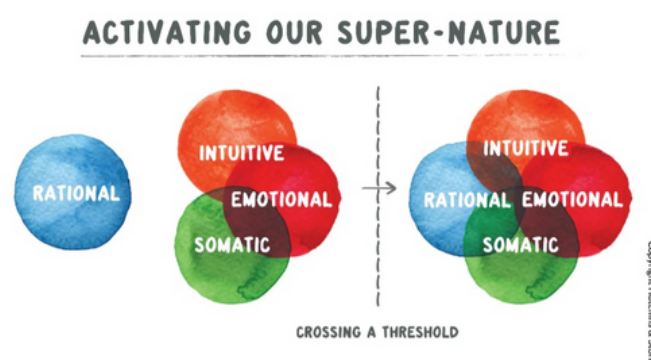
The natural world is suffering catastrophic degradation at a demoralising human cost. A recent Gallup poll suggests a massive 85% of employees are actively disengaged from work. A polite way to say that a vast majority of work colleagues are anxious, frustrated and in a state of continual stress that is leading to a pandemic of burnout and ruined lives.

When in a continual stressed state our sympathetic nervous system – fight, flight or freeze response - is activated¹. In this state we only have access to 5% of our brain's available capacity. The quality of our decision-making deteriorates and our work takes a lot longer. The cost to our state of mind and quality of life is plainly unacceptable yet continues. For organisations, we simply underperform and this hidden cost is enormous.

There is an urgent need for a transformative shift in the way we work and manage society towards a living systems or regenerative paradigm. A world where leaders dare to lead with compassion for people and planet and understand that this is the foundation for flourishing business and society. A world where products, services and organizations create more value than they take².

Our planet is a living system and when left alone it regenerates and becomes vibrant. Nature works through collaborative networks and partnerships, sensing and responds to what is happening in its environment. No leader is required. Regenerative organisations apply these lessons from nature. They re-examine the internal way of working and outer relationships from an understanding that the organisation and its stakeholders are a complex living system and builds in flexible, people-positive ways of working where employees bring their whole selves to work and discover their natural creativity and motivation.

It seems to be complete and utter common sense that if employees have more well-being, energy and are happier, performance will improve. For each of us this comes from self-reflection and reconnecting our overly rational thinking with our emotional, intuitive, and somatic intelligence.³



We need to reconnect our left hemisphere brain of analysis with the right hemisphere of creativity; our inner heart and gut with our outer head of policy and finance; and our masculine side driving results with our feminine side of relationship building. We need to reconnect and be in awe and curious about what we can learn from nature.

A guide that can also help us to reconnect is the recently released Inner Development Goals⁴ (IDG's) of BEING, THINKING, RELATING, COLLABORATING and ACTING. There are 23 underlying inner skills and competencies that will help us be more in tune with our true inner nature. When we reconnect in this way our parasympathetic nervous system kicks in more often, we relax, life becomes more in flow and we connect with others more effectively.

Leaders of regenerative organisations, when reconnected to themselves and others, work differently. They are bold enough to scrap outdated models and lead from care and compassion for people and nature. They create adaptability and resilience without the need for top-down authority and excessive control mechanisms. They trust and encourage colleagues' wisdom to take appropriate decisions. A happy, engaged workforce improves performance for the individual and their organisation.

We have the technology, understanding and funds to move to a living systems/regenerative paradigm. It has become imperative to transform our mindset to know this operating mode will help business, nature and society to flourish and to take action towards achieving it.

To find out more, please contact Chris via his website www.intandem.ch or LinkedIn <https://www.linkedin.com/in/consciousleadershipspecialist/>

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1. Guy-Evans, O. (2021, May 11). Sympathetic nervous system functions. Simply Psychology. www.simplypsychology.org/sympathetic-nervous-system.html
 2. www.regenerators.co
 3. Regenerative Leadership by Giles Hutchins and Laura Storm.
 4. www.innerdevelopmentgoals.org

Career opportunities

Below are a few examples of our current career opportunities. Please consult our website for a full list.

[HEAD OF INVESTMENTS – PARIS](#)

Paris

[FAMILY OFFICER/MANAGING ASSOCIATE](#)

Luxembourg

[BUSINESS DEVELOPER M&A/PRIVATE BANK - PARIS](#)

Paris

[SENIOR PRIVATE BANKER - MONACO](#)

Monaco

[CORPORATE ADMINISTRATOR](#)

Monaco

[RELATIONSHIP MANAGER - FAMILY OFFICES](#)

Middle-East, Monaco, UK, US - New York, Geneva, Singapore

[SENIOR FINANCIAL ADVISOR - MIAMI](#)

US - Miami

[FINANCIAL ADVISOR - PRIVATE BANKER - PUERTO RICO](#)

Caribbean - Puerto Rico

[FINANCIAL ADVISOR - HOUSTON](#)

US - Houston

