

Our Story

Since 2001, PeopleSmart has empowered leaders and management teams to drive lasting success. We believe mindset, strategy, and opportunity fuel sustainable growth. Our focus is on future-proofing your organization and ensuring long-term adaptability, with innovation at our core.

Our Mission

At PeopleSmart, we see change as an opportunity, not a challenge. We are here to help you identify every opportunity, transform, and lead with confidence. Watching our clients, their teams and customers grow is deeply rewarding.



2025/2026



Consulting & Thought Partnership

Drive Innovation
Navigate Change
Deliver Results



In today's rapidly changing and competitive business environment, organisations need to adapt swiftly while staying aligned with their strategic goals.

Discover how PeopleSmart can help your organisation overcome challenges, embrace transformation, and unlock its full potential through our expert consulting and thought partnership services. Start your journey towards lasting growth today.

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4 Chemin des Châteaux
92420 Vaucresson France

contact@peoplesmart.fr



Our Difference

Our collaborative team operates without hierarchy or complicated chains of command, ensuring you receive the agile, innovative service you deserve. We don't just set high expectations - we exceed them. As an inclusive professional services & consulting partner, we role model successful global collaboration through our diverse community of expert consultants.

Our Credentials

WEConnect
INTERNATIONAL

WOMEN
OWNED

www.peoplesmart.fr





What We Offer

At PeopleSmart, our approach to consulting and thought partnership, combines expertise, collaboration, and innovation to create tailored strategies that address your unique needs. Whether you're navigating organisational change, aligning strategy with execution, or striving to build high-performing teams, we've got you covered.

We focus on addressing your organisation's specific pain points by crafting bespoke strategies that align with your business objectives and drive sustainable growth. No two organisations are the same, and our solutions reflect that uniqueness, ensuring impactful outcomes that last.



Our Values

Driving Excellence From Within



PEOPLE-CENTRED

We care about what you want and what you need



TEAM ORIENTED

We believe that the best results happen in collaboration and by including everybody



INNOVATIVE

We encourage our clients to do things differently and help them be bold



AGILE

We help you grow self-awareness, adapt and develop new mindsets for future success



RELIABLE

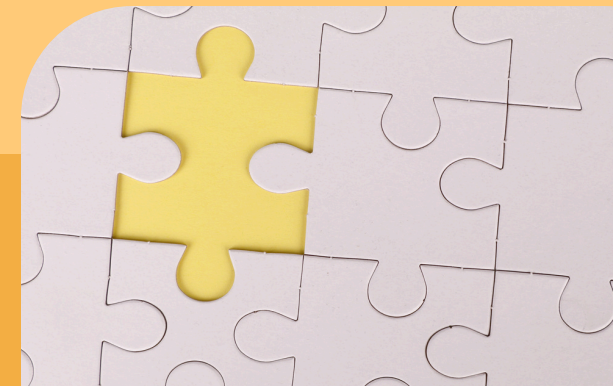
We live by trust being at the core of what we do and quality relationships that are here to stay

Why Consulting & Thought Partnership Matter

Organisations often identify challenges through employee surveys, which can highlight areas that require improvement. Here are some common examples of areas where support is needed:

- Organisational CultureLeadership
- Performance Enablement
- Talent Attraction & Development
- Change & Transformation
- Strategy & Strategic Alignment
- Employee Wellbeing

These factors drive both employee satisfaction and organisational success. With a trusted Thought Partner, you gain insight into key drivers and barriers. Expert Consulting delivers tailored solutions that simplify complexity, tackle challenges at the root, and create measurable impact across your organisation.





Our Consulting & Thought Partnership Approach

We follow a structured, three-phase methodology to ensure comprehensive, results-driven solutions. As your trusted partner, we engage in open and honest communication, build a relationship grounded in mutual goals, and work collaboratively from start to finish. Our approach fosters healthy challenge and innovation, ensuring meaningful and lasting success for your organization.



Our Consultants

Experts with Master Skills, backed by first-hand leadership and corporate experience across a wide range of industry sectors

25+

YEARS OF EXPERIENCE

20+

LANGUAGES

100+

CONSULTANTS

Discovery and Assessment

We ensure confidentiality while engaging stakeholders through virtual calls and office visits. Using focus groups, interviews, and audits, we identify challenges, define outcomes aligned with your vision, and foster meaningful team involvement to uncover valuable insights.

Analysis & Recommendations

Our findings are delivered in a clear report and executive summary with a tailored communication plan. We analyse data, identify trends, and research best practices to shape recommendations. You receive actionable steps and support for internal communications to drive lasting success.

Implementation & Monitoring Success

As your trusted partner, we ensure stakeholder buy-in, smooth execution, and measurable progress. With expertise in organisational development, training, coaching, and assessment, we help track performance, celebrate successes, and achieve lasting impact.



Expert Guidance

Our seasoned consultants bring extensive experience across industries and global markets, combining deep expertise in AI, XR, and certified design thinking. Multi-lingual and with firsthand leadership experience, they understand the complexities of today's evolving workplace. As trusted partners, they work collaboratively to navigate challenges, drive innovation, and deliver solutions that create lasting impact. Their passion for your success ensures practical, forward-thinking strategies that empower sustainable growth.



Our Services

Develop leadership at all levels in the organisation and reimagine change with industry-leading services:



CONSULTING & THOUGHT PARTNERSHIP

Unlock innovative solutions with a thought partner that listens, assesses, and truly collaborates.



COACHING

Overcome limiting beliefs and manage challenges with a development that drives change.



TAILORED LEARNING EXPERIENCES

Address skill gaps with classroom-based or virtual training programs and follow-ups.



IDENTIFYING AND GROWING TALENT

Leverage scientifically proven, fair processes to hire, identify, and equip diverse talent.



BOOST EMOTIONAL INTELLIGENCE

Adapt and engage more effectively with enhanced self-awareness, resilience, agility, and empathy.

We ensure that your organisation benefits from:

- Diverse perspectives
- Best practices informed by international experience
- Innovative thinking to address complex challenges





Our Approach: Partnering for Impact

At PeopleSmart, we are proud to embrace a collaborative and people-centric mindset. We believe sustainable success comes not only from solving immediate challenges but from cultivating a long-term culture of growth and empowerment. Here's how we work with you:



Our Clients

PeopleSmart has been in business since 2001. Our reputation has grown mainly by word of mouth and the positive testimonials of satisfied clients.



➤ Understand Your Unique Needs

We take the time to deeply understand your challenges, aspirations, and organisational dynamics.

➤ Co-Design Sustainable Solutions

Together, we craft strategies that address current pain points while laying the foundation for future success.

➤ Measure and Evolve

Our commitment doesn't end at implementation. We track progress, adapt strategies, and ensure continuous improvement for long-term impact.

With PeopleSmart as your thought partner, you can unlock the full potential of your organisation, overcome complex challenges, and achieve lasting success.





What do our satisfied clients say about us?

Our clients span industries and continents - but what they share is a desire for meaningful, lasting change. Whether navigating transformation, accelerating leadership, or building team cohesion, they trust PeopleSmart for our tailored approach, business insight, and results-driven mindset.

www.peoplesmart.fr



Why PeopleSmart

Here are some of the things our clients say about us:



AGILE APPROACH

We create cognitive and emotional engagement through experiential learning, achieving real-time impact.



GLOBAL REACH

We deliver impactful, customized development interventions globally, with consistency and quality.



DESIGN AND DELIVERY PARTNERSHIP

We expertly co-design and co-deliver learning activities for your audience, partnering seamlessly.



ROI

Our 92% client loyalty index reflects the value clients find in working with PeopleSmart.



OUR FEEDBACK CULTURE

Our team candidly shares feedback to help us grow and maintain high engagement and motivation.



OUR DIFFERENCE

Our team is agile and innovative, with no hierarchy, ensuring you get the service you deserve.

"Working with PeopleSmart was like gaining a sparring partner who truly understands leadership at the top. Their consulting helped us navigate uncertainty with clarity and courage."

(CEO - Global Manufacturing Firm)

"PeopleSmart helped us reimagine how we develop leaders in a hybrid world. Their partnership was strategic, tailored, and grounded in business reality."

(CHRO - European Retail Group)





"We needed more than just a training vendor - we needed a thought partner. PeopleSmart brought fresh ideas, robust design, and delivered with excellence."

(Head of L&D - Global Pharma Company)

"What stood out was their ability to listen deeply and deliver insights that challenged our thinking - always with empathy and professionalism."

(CHRO - Financial Services Group)



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"PeopleSmart didn't arrive with pre-set answers - they asked the right questions and helped us co-create a culture-shaping initiative that actually worked across borders."

(CEO - Technology)

"PeopleSmart helped us transform fragmented development efforts into a cohesive strategy aligned with our business goals. It's had lasting impact."

(Global L&D Lead - Energy Sector)

