

Stéphane LESAGE

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- **Founder & CEO** at Manadvise - Innovation Agency - www.manadvise.fr
 - **Affiliated professor** at ESCP - Management Dept.
 - **Former Director in a consulting firm** in strategy and management.
- +18 years in consulting with proven expertise in:
- **Transformation** programmes and **change management** (Prosci Change Practitioner certified),
 - **Strategic studies** (business case, development strategy, acquisition scenario),
 - Facilitation in **CSR initiatives** (Global Reporting Initiative AFNOR),
 - **Operational efficiency** & process performance (Black Belt 6 Sigma & Lean management).



Professional path

Business activities

Since 2020 Cofounder of Mana - Open innovation agency

Mana orchestrates synergies between academic institutions and economic actors to transform knowledge into levers for innovation and development. As facilitators of an open ecosystem, we build hybrid teams – students, doctoral students, researchers, consultants and managers – to tackle strategic challenges and accelerate impact creation. Mana, a catalyst for collective intelligence for an innovative and sustainable future !



Since 2017 Strategy & innovation

Since Feb. 2024 ▶



Sodiaal - Sodiaal Dairy International

- Define the international development road map of the 1st French dairy cooperative.

Dec. 2023



CACEIS Investor Services

- Trainer for the module 'Encouraging innovation and creativity'

May to June 2023 ▶



Chanel- Points of Sale Display & Shopfitting

- Redesign the user experience testing in channel stores & points of selling, using Design Thinking.

March 2023 ▶



Rexel - Marketing Dept.

- Redesign omnichannel customer journeys, using Design Thinking.

April 2017 to March 2023 ▶



Danone Dairy – Operations

- Portfolio project manager in innovation of Dairy products and process (Design to Delivery).
- Management of an industrial programme to deploy a new production and packaging line
- Investment opportunity study for the implementation of a new industrial technology.

From 2002 to 2017

Positions of Consultant to Director in a consulting firm - Organization & Change Management

Jan. 2016 to Feb. 2017 ▶



BNP PARIBAS CIB - Trade Finance EMEA

- Implementation of the Group's remediation plan against US authority for Trade Finance Business lines

Jan. 2014 to Oct. 2015 ▶



BNP PARIBAS CIB - Structured Finance - Energy & Commodities Finance Europe (Paris / Genève)

- Leader for business transformation program in "responsible" behaviour regarding CSR commitments

Feb. 2013 to Dec. 2013 ▶



Konica-Minolta France – Strategy Department

- Strategic study for acquisition of a new brand and building of services extension scenarios

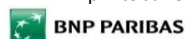
Aug. 2012 to Jan. 2013 ▶



BNP PARIBAS CIB - Trade Finance Operation Line (winner Innovation Award BNPP CIB 2013)

- Project Director for strategy & implementation of Group's 1st Global Business Continuity Plan for Trade Services

April to June 2012 ▶



BNP PARIBAS - Group's Delegation to Corporate & Social Responsibility

- Creation of a CSR policy implementation plan applicable to BNP PARIBAS Group

Jan. to March 2012 ▶



Konica-Minolta France - Organisation Department

- Creation of the Organization Department and set up of a project portfolio management approach

Stéphane LESAGE

- Feb. 2010 to Dec. 2011 ▶ **BNP PARIBAS CIB - Structured Finance - Energy & Commodities Finance EMEA**
-  **BNP PARIBAS**
CORPORATE & INVESTMENT BANKING
- Process modelling of FO & MO business activities + Risk Self-Assessment & set up of the Business Control Plan
- Sept. 2008 to Jan. 2010 ▶ **Société Générale - Corporate & Investment Banking**
-  **SOCIÉTÉ GÉNÉRALE**
- Project Manager "Treasury Lean 6 Sigma" - Optimization of treasury processes on depository accounts
- 2002 à 2007 ▶ **BNP PARIBAS - IT Production Services**
-  **BNP PARIBAS**
- Coach Lean / Six sigma & facilitator for improving operational comfort & performance.

Academic activities

Since 2023 **Affiliated professor at ESCP – Master's In Management "Consulting Dynamics & Practices"**

Since 2013 **Contractor lecturer in engineer & business schools for strategy & consulting**

Since 2013 ▶ **Affiliated professor at ESCP – Dep. Management**



- Consultant Behaviour (M1 & M2 courses in English)
- International Business Consulting (M1 & M2 courses in English)
- Coaching & supervision of real consulting cases lead by groups of students (M1 & M2 in English)
- Lean 6 Sigma basics (M2 courses in English)

Since 2017 ▶ **SKEMA Business School – MSc International strategy & Influence**



- Tools & behaviour of consultant (M2 courses in English)
- Coaching & supervision of real consulting case lead by groups of students (M2 courses in English)

Since 2025 ▶ **Polytechnique Executive Education – Sustainable Performance Consultant Certification**



- Modules: "Posture du consultant en développement durable"

Since 2021 ▶ **ENPC - module "Management Stratégique des Entreprises"**



- Coaching & supervision of real consulting case lead by groups of students (M2 courses in French)



Training

- 1996 / 97 ▶ **École Nationale des Ponts et Chaussées**
D.E.A « Pilotage des Systèmes de Production »
- 1995 / 96 ▶ **Université de Nice Sophia-Antipolis**
D.E.S.S « Génie du Développement Industriel »
- 1991 / 95 ▶ **Université de Marne la Vallée**
Maîtrise d'économie



Language

- **French:** mother tongue
- **English:** fluent
- **Spanish:** fluent



Interests

- Travel & photography (Brazil, Cambodia, Caribbeans, China, Colombia, Hong-Kong, Israel, Italy, Japan, Laos, Malaisia, Morocco, Mexico, Norway, Portugal, Russia, UK, USA, Singapore, South Korea, Spain, Switzerland, Czech Rep., Thailand, Venezuela, Vietnam...)
- Sport (Padel, Kite surf)