



PROCADRES
INTERNATIONAL

Expert in
**INTERIM EXECUTIVE MANAGEMENT
IN AFRICA**

2018 > 2019

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EDITORIAL



“ *The African appetite for development makes them more faster.* ”

Xavier Jacomet

By 2050, the African population will reach 2,4 billion people, twice as more than today. More people to feed, accomodate, transport and employ. The continent evolves quickly, with its own lines that must be apprehended locally.

Africa has a unique potential, with the world's youngest population and a reservoir of ambitious and talented profiles. The appetite of Africans for development makes them more faster ; which is called « leap frog ». The African continent is developing rapidly, in terms of infrastructures of course, but also in terms of behavior. Africans exhibit a remarkable adaptability. They give us all real life lessons.

The experience of our transition managers supports the evolution and development phases of global groups' subsidiaries as well as local and regional conglomerates and even start-ups. The ambition is to grow local skills where they actually are rather than being exported. We thus make available to companies, on a fixed term, our pool of transition managers, highly qualified, with a perfect knowledge of the economy and African culture. Supporting African companies in their growth strategy remains our mission.

Xavier Jacomet

Procadres International's Associate Africa

ABOUT XAVIER JACOMET

With his finance background, Xavier Jacomet has over 25 years of experience in IT.

For many years, he has held financial positions at Microsoft, the last of which was in Sub-Saharan Africa and the Indian Ocean, with 49 countries under his supervision within six sub-regions. He has contributed to the development of the Microsoft Cloud in Sub-Sahara.

AFRICA

DEMOGRAPHY & GROWTH



A YOUNG CONTINENT

50 % population <20 years-old.
This population will become the work force of the world.

CONSUMER GROWTH

Fastest growth in the world (300M Middle Class - \$ 2- \$ 20 Per day).
Expenditure growth 16%, GDP x2.

ECONOMIES ON A GROWTH PATH

Emergence of African Lions.
African companies - local or regional - with significant market shares and international recognition. Creation of startups.

HUMAN CAPITAL

Human capital.
One of the 3 main investment priorities since 2014 for 30% for the directors « Research on African Business Agenda ».

PRIORITIES FOR ORGANISATIONS IN AFRICA

GROWTH



ORGANIC GROWTH

NEW MARKET PENETRATION



PARTNERSHIP

ACQUISITION



PROTECTION



INCREASING MARKET SHARE

REDUCING COSTS



BUILDING THE ORGANIZATION

OPTIMIZING RESOURCES



RESTRUCTURING

INNOVATION



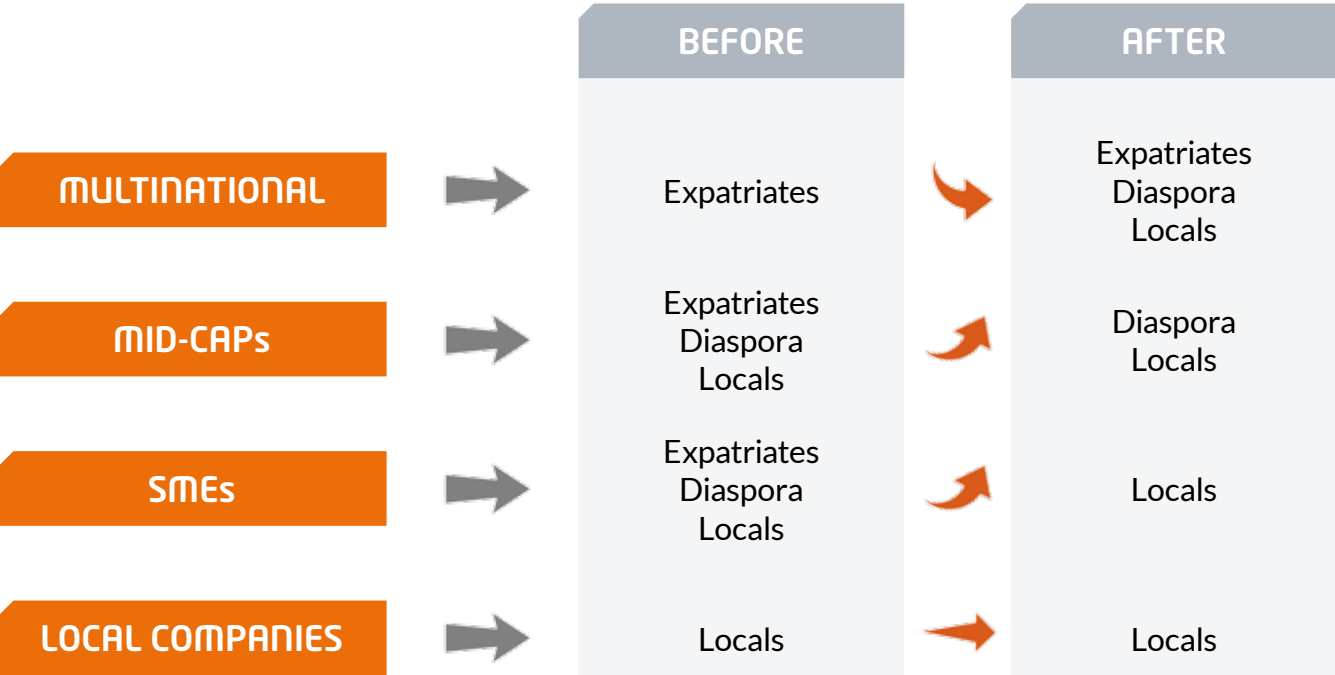
DEVELOPING NEW TECHNOLOGIES

IMPROVING BUSINESS PROCESSES



DEFINING NEW PRODUCTS OR SERVICES

SPECIFIC RECRUITMENT POLICIES



PROCADRES'

INTERIM EXECUTIVE MANAGEMENT TO FOSTER GROWTH

For more than five years, Procadres International, the first interim executive management company to join CIAN (French Investors Council), has been helping to develop interim management in Africa around transformation projects. The professional practice of transition management in the African continent requires specific managers and presents some differences with Europe.

A POOL OF EXPERIENCED MANAGERS

Procadres Africa operates with a pool of 500 multicultural managers to address companies' needs: CEO, CFO, CCO, CIO, Industrial Directors, etc.

A STRONG EXPERIENCE

If a particular expertise and professional practice are needed in the business, a fine knowledge of the African continent and experience in the region are also essential. The job requires patience, excellent interpersonal skills and a high level of availability. Our managers are either experienced expatriates in Africa or African managers with a significant international experience.

AN EXTENDED MISSION DURATION

The missions' assignment in Africa are usually longer than in Europe. Why? The workload and more complex missions due to heavy bureaucracy, lack of infrastructure and many unforeseen situations to manage. If the typical duration is usually twelve months, it can be extended for a few months.

*« It's the quality of our people that drives our success.
In Africa as well as elsewhere! »*

Xavier Jacomet

A TAILOR-MADE SUPPORT

In response to enterprise challenges: urgency, transformation, restructuring issues: we support our clients by offering mobile and nimble candidates, ready to engage themselves in specific missions.





We have real-time candidates who have a real experience of the continent and who are also familiar with emergency situations, across all management functions.

Whether for a one-time assignment or a fixed-term contract, our networks of experts in Africa allow us to quickly develop best in class solutions for companies and their subsidiaries.

Backup by a team of expert consultants from Africa, Xavier Jacomet has a strong knowledge of the different countries and our managers offer today the greatest maturity and the best advice for our customers in these geographical regions.




CONSULTING

Our multicultural team conducts in-depth interviews for candidates and validates:

-  › their competence
-  › their consistent background
-  › their integration capacity
-  › their adaptability with respect to local culture

RESPONSIVENESS

In order to respond as quickly as possible to your needs, we are using different recruitment methods:

-  › Direct approach
-  › Networks
-  › External databases

EXPERTISE

Our regular trips on the continent allow us to control the cultural, economic and political dynamics.

IMPLANTATION AND FIELD OF INTERVENTION



SECTORS



TELECOM



BANK



HOTEL



MINING



**AGRI-FOOD
INDUSTRY**



INFRASTRUCTURE



**SUPPLY
CHAIN**

A TAILOR-MADE MULTI-SECTOR OFFER

EXPERIENCED MANAGERS THAT AFRICA IS LOOKING FOR

Our experienced managers, either expatriates or african managers from the diaspora or the continent, have a solid knowledge of the region's issues and African cultures. Today, we have been very successful in identifying, attracting and securing the best talents. Strategic or functional managers according to the needs, available on the African continent. Our **pool of managers of 500 multicultural people** responds as closely as possible to the needs of companies.

OUR MISSIONS

CRISIS & RESTRUCTURING

Term: 12 months
Content: Executive
Management for an
African subsidiary
Sector: Engineering
Industry

After setting up an internal solution, the group took a Interim executive manager familiar with turnaround in North Africa, to restructure its subsidiary.

EXECUTIVE REPLACEMENT

Term: 25 months
Content: Industrial
Management
Sector: Agribusiness/
Wood

We collaborate with industrial companies dealing with a wide range of challenges that management deals with (industrial or financial challenges).

TRANSFORMATION

Term: 2 months/
6 months/12 months
Content: DORH/
Finance (Carve out IFRS
6)/Direction Logistique
Sector: Mining

We help mining companies with recruitment policy, site logistics management and financial integration.

TRANSFORMATION

Term: 7 months
Content: Executive
Management for
Restructuration
Sector: Automotive
Industry

Restructuring and subsidiary turnaround.

PROCADRES INTERNATIONAL

WHO ARE WE ?

A KEY PLAYER IN INTERIM EXECUTIVE MANAGEMENT

As specialist in premium transition management, our head office is based in Paris, with offices in Lyon and Geneva. With more than 350 missions in the industry and services, in operational and support functions, Procadres International is dealing today with most of the transformation challenges, from the most innovative intermediate-sized companies to large corporation from CAC 40.

INTERIM EXECUTIVE MANAGEMENT: A FLEXIBLE SOLUTION

We offer the best solution for long-term recruitment with respect to availability, skills of existing managers, budget or meeting deadlines to carry out a project.

In the past 6 years, we managed important missions in Africa with the ambition to become, for the French and international groups present on this continent as well as amongst African groups, the best partner to provide management solutions at the convergence between transition management, consulting and recruitment.

OUR INTERVENTION CONTEXT

Our ambition is that our clients obtain the expected benefits, and develop internally the necessary skills to sustain these benefits well beyond our intervention.

Our performance improvement projects are at the heart of what we do for our clients and become integrated into a continuum of tools to achieve tangible results.

In each complex situation our customers are facing, we propose immediate plug and play transition managers.

TRANSFORMATION

We deliver either as part of the global transformation of the company, or as part of the transformation of operational and support functions or processes.

EXECUTIVE REPLACEMENT

We ensure the continuity of key functions in case of managers' absence or failure.

CRISIS & RESTRUCTURING

We help companies improve their performance, reach their full potential either by working through a holistic global approach across the organization or by focusing on specific performance issues.

OUR « FLIGHT PARAMETERS »



4500

Managers in France

500

Managers in Switzerland

500

Managers in Africa

800

Managers interviewed every year

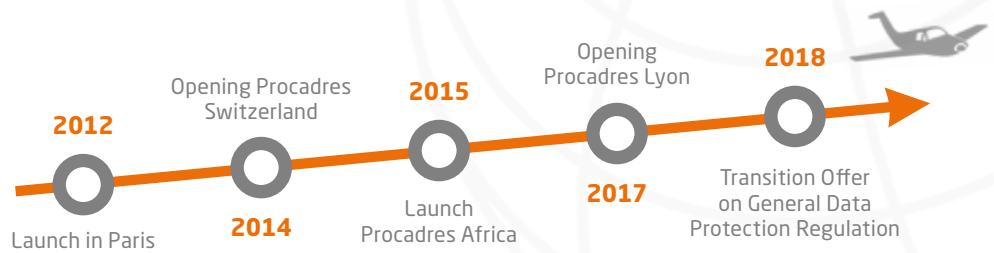


Missions each year

70

8 M€

Turnover



OUR NETWORK EUROPE/AFRICA



OUR CERTIFICATION



OUR TEAM

PARIS



Laurent Agrech
CEO



Françoise Bacquet
Relationship Managers Director



Catherine Deschamps
Relationship Managers Officer



Annie Langlais
Administrative & Financial Director



Bernard Le Bourgeois
Managing Director



Dominique Agrech
Senior Advisor

AFRICA



Xavier Jacomet
Partner

GENEVA



Geneviève Bauhofer
Partner



Olivier Taburet
Partner

LYON



Christophe Graffin
Partner

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International



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