

Jean-Claude Lecoyer (JCL Consulting) puts his 25 years of experience and know-how in HR strategy and organisation, retention and talent management to work for Accord Group and its clients

Jean-Claude Lecoyer joins Accord Group as a partner

Accord Group is a leading Belgian-based senior-level management consultancy whose primary goal is providing its clients with executive management solutions: executive search, interim management, assessment and development, board and management review, compensation consulting, executive coaching and organisation development.

Its expertise is founded on a unique BIOSS (Brunel Institute of Organisation and Social Studies) methodology and detailed knowledge of local markets, supported by a strong international network, with a presence in Europe, Africa, Asia, Australia and North and South America.

Established in 1978, Accord Group has offices in Ghent and Brussels and aims to offer private companies and public organisations the best guarantee of increasing the competitive advantage of their human capital. Indeed, its methodology is designed to perfectly align all HR processes with corporate strategy, allowing companies to improve their resilience and effectiveness by achieving an optimal job/person match.

BIOSS helps clients develop new ways of thinking by removing organisational policies, processes and infrastructures that create waste, and replacing them with integrated approaches focused on value.

The BIOSS way hinges on the scientific principle that, in the right conditions, individuals and organisations are self-regulating systems.

BIOSS offers solutions by

- identifying precisely how and why individuals and organisations succeed or fail;
- providing leaders with new means of developing their capacities.

BIOSS was founded by Elliott Jaques and Gillian Stamp more than 40 years ago. Elliott Jaques established a strong foundation with the development of his levels of work theory. When Gillian Stamp assumed leadership, she turned BIOSS into a global network and strengthened its core objectives through the science of complexity, consolidating its culture and values by virtue of an appreciative perspective. She achieved this by integrating her empirical research and hands-on support of leaders in military, private equity, public enterprise, non-profit and government sectors with thought leadership in the domains of mathematics, economics, marketing, biology, psychology, sociology, anthropology, theology, knowledge management, philosophy, political science and poetry.

BIOSS has over 40 years of experience in defining frameworks that seamlessly correlate role challenges with personal capabilities, and is renowned for its world-class diagnostic methods. This analytical approach allows Accord Group to provide companies with vital information that links roles to individuals, ensuring that effective appointment decisions are made.

Partners at Accord Group work with organisations to identify the level and type of challenge within a given role, supported by a tool enabling and assisting comprehensive and objective analysis. Through focusing on accountability and level of challenge involved, a unique job profile is generated, which can be graphically represented.

Accord Group believes in an appreciative, non-judgmental and developmental approach to its relations with individuals and organisations. Its integrity and ethics drive its specialised application of techniques, frameworks and models, all complying with the highest professional standards, to ensure long-term sustainability for its clients and help them achieve their strategic goals.