



O.VISION Consultants

## O.VISION Leadership

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CONSULTING AND  
EXECUTIVE EDUCATION

**SDG CHAMPIONS**

SUSTAINABLE DEVELOPMENT GOALS





# Seeing and hearing

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## ABOUT O.VISION LEADERSHIP

**Clarity. Decision. Execution.**

**We integrate intelligence, wisdom, and awakened presence.**

In a world that is permanently volatile, uncertain, complex, and ambiguous, performance alone is no longer enough.

What now determines an organization's solidity, resilience, and lasting impact is the quality of its vision, the mastery of execution, and the inner strength of those who decide. O.VISION Leadership supports Chief Executive Officers and Executive Committee members facing major stakes, continuous transformation, and irreversible decisions.

### **Seeing clearly before acting**

#### **The starting point**

All sound governance begins with lucidity.

Before executing, one must listen.

Before deciding, one must see.

Our work is grounded in foundational questions, without which no strategic decision can endure over time:

- What is my truth and my path of responsibility?
- What are my mission, my place, and my identity as a decision-maker?
- Is this the right moment, and am I in the right position to act?

These questions form the foundation of O.VISION Leadership seminars.

They are not about introspection, but about mastery of judgment.

Clarity requires time, rigor, discipline, and sustained commitment.

## **Our mission**

### **Illuminate, secure, protect**

True decision-makers determine the destination, the route, and the timing.

The mission of O.VISION Leadership is clear:

- to elevate decision-making capacity, secure execution, and protect what must endure.

We support leaders who are called upon to:

- Arbitrate with discernment in complexity
- Add wisdom to intelligence
- Accept reality without submitting to it
- Transform uncertainty into controlled action
- Deliver concrete, measurable results.

Vision and execution are never separated.

Power is always governed by wisdom.

Collective success prevails over individual ego.

## **A structured approach**

### **Five inseparable axes**

#### **1. Processes**

Complex projects, critical transformations, long-term strategic support.

#### **2. Business models**

Sustainable value creation, strategic advisory, executive education.

#### **3. Advanced technology & AI**

Integration of state-of-the-art capabilities at the highest global level.

#### **4. Organizational methods**

Proven structures inspired by the most effective organizations ever built.

#### **5. Culture**

Alignment of having, being, and doing.

Discipline, accountability, execution.

The ability to seize the right moment: Kairos.

## **Our commitment**

### **Forging exceptional decision-makers**

O.VISION Leadership does not train managers.

It forges decision-makers capable of holding the course, arbitrating with precision, and acting with authority when stakes are high.

We commit those we support to:

- Decide with clarity
- Execute what is decided
- Master complexity without renouncing action
- Honor commitments
- Build durable value
- Remain united, whatever happens.

**Deciding together. Acting together. Moving forward together.**

**O.VISION Leadership:**

- **Where vision becomes decision, and decision becomes lasting work.**

# Seminar: O.VISION Leadership

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## CONFIDENCE IN JUDGMENT, DECISION, AND EXECUTION

**O.VISION Leadership** is designed for CEOs and Executive Committee members leading critical transformations in ultra-competitive and unstable environments. Its singularity lies in integrating **intelligence, wisdom, and awakened presence**, adding depth and steadiness where speed alone is no longer sufficient.

**Decide under pressure. Transform. Hold the line.**

O.VISION Leadership seminars are designed for executives leading critical transformations in unstable, highly competitive, high-pressure environments.

At the highest level of responsibility, the decisive advantage is no longer access to information, but the quality of judgment, the ability to make irreversible decisions, and the discipline to execute over time.

These intensive five-day seminars train CEOs and Executive Committee members to stop carrying transformation alone, and instead activate an organization capable of acting with reliability, courage, and accountability.

### **The diagnosis: why transformation plans fail**

Strategic failures rarely stem from a flawed vision. They occur when:

- Structural trade-offs are postponed (political cost)
- Decisions remain reversible (lack of resolve)
- Internal resistance rewrites strategy (power defeats truth)
- Execution dissipates under change fatigue
- Governance enforces neither accountability nor pace.

The scarce resource is therefore judgment: the ability to decide with clarity, act with composure, and assume responsibility without wavering.

Since success depends not on intentions but on the quality of the human system, teams must be both:

- Competent (mastery of business, technology, finance, and risk)
- Capable (discipline and resolve, managerial courage, accountability carried through to results).

## **Program objective: mastering judgment, decision, and action**

This is not an academic program. It is a training program in the exercise of judgment, decision-making, and sustained action.

Each seminar places participants in real CEO / Executive Committee situations:

- Crises under pressure and information asymmetry
- Irreversible trade-offs
- Simultaneous constraints: market, regulators, media, social stakes
- Internal resistance and power dynamics.

The pedagogy is execution-driven:

- 80%: simulations, opportunity assessments, executive trade-offs, board-level debriefs
- 10%: strictly necessary concepts (decision-making, governance, risk)
- 10%: executive Q&A on real-world situations outside the formal framework.

The training sequence follows:

Diagnosis → Decision → Execution Governance → Sustained Resolve over Time (culture and power).

## **Five-axe architecture**

The five transformation levers, addressed as executive-level trade-offs, are:

1. Processes: simplification, speed, reliability
2. Business models: portfolio cannibalization, pricing decisions, core-business arbitration
3. Technology and AI: scaling, ROI, governance, compliance, cybersecurity
4. Organizational methods: responsibilities, metrics, management rituals
5. Culture: resistance, coalitions, durable alignment, leadership, institutional dynamics.

## **Three faculty groups**

Three groups of contributors:

- Professors: targeted conceptual frameworks, high-level debriefs
- Practitioner experts: execution methods, operational discipline
- Witness leaders: lived truth about power, risk, and irreversibility.

They supervise five progressive, controlled-tension scenarios:

1. The first 48 hours: managing a major crisis
2. Transform or decline: cannibalizing one's own core business
3. AI changes everything: scaling up and systemic risk
4. Holding the line: internal resistance and power games
5. Point of no return: a real decision mirroring the participant's own reality.

### **Format**

- 5 intensive days (Monday to Friday)
- 40 executives (large corporations and mid-caps) per cohort
- Premium in-person delivery, controlled dissemination
- Selective admission
- Formalized confidentiality

### **Summary**

At the top, the non-negotiable principles are:

- A reversible decision is not a decision
- Transformation fails when power defeats truth
- Execution is a discipline
- Sustainable performance requires teams that are both competent and capable.

**Decide with composure. Execute with mastery. Hold the line without faltering.**

# Seminar: LoveForce & O.VISION Leadership

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## RAISING THE CONSCIENCE TO MAKE THE RIGHT STRATEGIC DECISIONS

An executive seminar for Chairs of the Board and Chief Executive Officers of global organizations

The LoveForce & O.VISION Leadership seminar exists to clarify, not to inspire, it is:

- a high-level decision laboratory
- an institutional leadership forum
- a space where conscience and judgment are realigned before irreversible decisions are taken

Its originality lies in integrating **intelligence, wisdom, and awakened presence**, not as philosophy, but as operational leadership capacities.

### Context

#### Why does this seminar exist?

The world has entered an era of leadership in which performance alone is no longer sufficient to establish authority.

Climate instability, geopolitical fragmentation, technological acceleration, radical transparency, and systemic risk have fundamentally altered the nature of executive responsibility.

Decisions taken at the highest level now generate immediate, visible, and often irreversible consequences, for institutions, societies, and the future itself.

Intelligence, speed, and experience are no longer the most decisive competencies.

Judgment, understood as the capacity to decide, has become central in an environment where:

- information is incomplete
- trade-offs are irreversible
- power, legitimacy, and responsibility converge.

Most leadership programs stop precisely where this reality begins.

LoveForce & O.VISION Leadership was designed to go beyond that threshold.

## Defining Characteristics

This seminar does not aim to inspire.

It is not:

- a strategy seminar
- a vision workshop
- a values or culture program
- a networking event.

Its purpose is to clarify.

It is:

- a very high-level decision laboratory
- a forum for leadership of an institutional nature
- a space for realigning consciousness and judgment.

It is intended for leaders whose decisions shape organizations, markets, and societies.

The number of participants is intentionally limited, not for exclusivity, but because depth, truth, and authority emerge more fully within a contained environment.

## A Unique Architecture

### **Two dimensions. One reality of leadership.**

Over five intensive days, participants work daily across two complementary approaches.

### **Morning: LoveForce Leadership: elevating conscience and aligning action**

A rigorous exploration of:

- the legitimacy of leadership in the 21st century
- the exercise of power with responsibility
- consciousness as an operative strategic principle
- the personal line no leader can delegate.

Love is addressed neither emotionally nor idealistically.

It is examined as:

- care embedded in governance
- responsibility embedded in strategy
- stewardship embedded in capital allocation.

In other words, **love as a condition for sustainable authority.**

### **Afternoon: O.VISION Leadership: serenity and accuracy of judgment**

A demanding training ground focused on decision and execution, where leaders confront:

- irreversible trade-offs
- high-pressure crises
- internal resistance and power dynamics
- governance failures disguised as execution issues.

Through real cases, simulations, and their own decisions, participants develop their ability to:

- decide without illusion
- rely on competent and accountable teams
- hold the line as resistance rises
- govern transformation over time.

This is how judgment is forged.

### **A Rare Integration**

#### **Heaven and Earth**

At the highest level, strategies typically fail for two reasons:

- the timing was wrong
- the organization was not ready.

This seminar integrates a rigorous decision framework used by leaders of global groups:

- **The Time of Heaven:** Is the world moving in favor of this decision, or against it?
- **The Situation on Earth:** Are we truly capable of executing here and now, with our teams?

Participants leave with a living verification system, applicable both before launch and throughout the execution of existential decisions.

### **Who Is This Seminar For?**

This seminar is designed for:

- Chairs of the Board
- Chief Executive Officers of large and very large enterprises
- leaders carrying institutional, not merely personal, responsibility.

It is particularly relevant for those who:

- believe short-term optimization destroys long-term value
- face decisions that cannot be quietly reversed
- understand that legitimacy now conditions strategic freedom
- know that unconscious leadership will not be forgiven by the future.

## The Experience

The experience is:

- confidential
- demanding
- intellectually rigorous
- personally engaging.

There is no moralizing, abstraction, or performative intent.

There is clarity, courage, and consequence.

All exchanges take place exclusively among peers carrying comparable levels of responsibility.

What is said in the room remains there.

What is decided does not.

## Concrete Outcomes

Participants leave with:

- a personal framework of executive conscience for irreversible decisions
- a clarified set of non-negotiable leadership principles
- a clear strategic commitment to carry forward, or a conscious renunciation
- a board-level governance architecture, including:
  - Stop / Pivot / Persevere criteria
  - rapid truth-escalation mechanisms
  - alignment protocols between board and executive management.

Above all, they leave with greater strategic freedom, because leaders who anticipate consequences are less captive to crises.

## **The Deeper Value**

**Organizations rarely fail due to a lack of intelligence or ambition.**

They fail because leadership frameworks are no longer adapted to reality.

LoveForce & O.VISION Leadership does not aim to make participants “better people.”

It is a space from which emerge lucid stewards of power, leaders capable of sustaining performance without degrading the very systems that make it possible.

**For Chairs and CEOs who understand that:**

- the future will judge decisions, not intentions
- legitimacy matters as much as results
- leadership must endure beyond their mandate

this seminar offers something genuinely rare:

- a space to think clearly
- a space to decide responsibly
- a space to exercise authority that endures over time.

## **Participation**

- By selection only
- Small group format
- Premium, in-person experience, fully confidential.

**This seminar is not an experience to be repeated.**

**It is a singular moment, consciously chosen.**

# Seminar: The 5 Eureka !

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## FOR O.VISION TOP LEADERS IN 150 COUNTRIES

In a world defined by volatility, uncertainty, complexity and ambiguity, competitive advantage no longer comes from intelligence alone.

Data, analysis and artificial intelligence are now universally accessible.

What remains rare, decisive and non-replicable is the combination of:

1. **Intelligence** (clarity of thought and judgment)
2. **Wisdom** (discernment, meaning, long-term orientation)
3. **Awakened Presence** (inner stability, silence, authority, responsibility)

The 5 Eureka! is a flagship seminar designed by O.VISION to cultivate precisely this triad at the highest level of leadership.

This program positions O.VISION not merely as a consulting firm, but as a custodian of conscious leadership for those who decide, act, unite and transmit across generations.

### Living inner Eureka! every day

The Eureka! is an inner astonishment that comes suddenly, without any particular expectation.

It mainly concerns discoveries of scientific phenomena. The two most famous Eureka!, in popular culture, are Archimedes' thrust and Newton's gravity.

The initial stage is the openness, which is the sine qua non condition for the occurrence of Eureka! extremely deep and subtle.

This openness will become as natural and automatic as breathing.

## The 5 Themes

The 5 Themes have been vital for humanity since its origin, they are like the emerged parts of 5 icebergs.

Each theme is covered in 1 day:

1. What dangers and risks to life of owning a coveted treasure?
2. How did the former kings become kings?
3. What applications in professional life of the proverb "Speech is silver and silence is golden"?
4. What problems destroy the unity of a couple and the unity of a family?
  - What are the key success factors that strengthen the unity of a couple and the unity of a family?
  - What problems destroy the unity of a community and the unity of a nation?
  - What key success factors strengthen the unity of a community and the unity of a nation?
5. Who does not believe that humanity has a destiny with meaning?
  - Who lives with the truth that humanity has a destiny with meaning?
  - How do exceptional circumstances make providential heroes emerge?

We don't discuss thoughts, reflections, ideas, theories, or concepts.

Moreover, ChatGPT and other AI agents are providing increasingly rich and detailed answers.

## The Promise, Certificate and Mandate

In our ecosystem, 3 dates are marked by a white stone:

- Sunday March 27, 1977
- Sunday February 10, 2013
- Thursday July 20, 2017.

To deploy in space in all countries and transmit over time across all generations, we seek, select, appoint and approve top leaders who:

1. possess tangible or intangible treasures (**having**)
2. are in positions of power such as kings, emperors, presidents, prime ministers, CEOs, etc. (**being**)
3. decide and act with their free will and sense of responsibility; they proclaim their decisions and actions publicly; and above all, they keep quiet and remain silent (**doing**)
4. are responsible for the unity of the couple, the family, the community, and the nation (**the 10 fingers of the 2 hands**)
5. save humanity from self-destruction (cf. **the 36 hidden righteous ones**).

## **The organization of our ecosystem**

Our Mission is twofold:

1. Repairing our damaged world
2. Building a better world.

Our Rule is twofold:

1. Loyalty and loyalty
2. Whatever happens, we stay together, we live together and we work together like the 10 fingers of 2 hands.

Shared vision, social cohesion and operational coordination are the 3 principles set in stone.

At the level of the implementation on the ground of initiatives and projects in the territories, the 2 added principles are decentralization and subsidiarity.

## **Invitation-only seminar**

5 days in person, from Monday at 9 am to Friday at 8 pm:

- Class of 120 participants
- 2 Professors and 2 Characters witnesses
- Zero technology.

# Program: Competent and Capable Teams

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## TRAINING AND MOTIVATION

In a volatile, uncertain, complex, and ambiguous world, competitive advantage no longer comes from strategy formulation, but from collective execution at scale and over time.

Most transformations fail not because the strategy is wrong, but because culture, judgment, and disciplined execution do not follow. When pressure rises, organizations revert to self-protection: cautious decisions, diluted accountability, political trade-offs, and declining ambition.

The scarce resource is no longer information.

It is lucidity, discipline, and the ability to act together under pressure.

“Competent & Capable Teams”, designed by O.VISION, directly addresses this gap by integrating **intelligence, wisdom, and awakened presence** into a single execution system.

This program develops senior leaders and their teams, Executive Committee members, directors, and critical leadership layers, into teams capable of leading and delivering a full transformation trajectory, without adding organizational complexity.

The objective is clear:

- Install a transformation execution discipline that delivers measurable results, year after year.

Unlike traditional leadership or transformation programs, Competent & Capable Teams does not add frameworks, it builds organizational capacity.

It combines:

- Strategic **intelligence** (clarity, prioritization, governance)
- **Wisdom** (judgment, discernment, long-term coherence)
- **Awakened presence** (attention, responsibility, energy, and decisive action)

Technology and AI are used strictly as performance accelerators, never as substitutes for leadership judgment.

**Transform over five years. Execute now.**

Your company does not need another plan. It needs leaders who can transform and deliver over time.

In unstable, ultra-competitive markets, the advantage is not intent but quality of collective execution. Like an elite coach, this program identifies, trains, and supports the leaders who will play the decisive match of transformation.

## **Diagnosis: the reason why transformation fails**

Strategy is rarely the issue. Companies typically fail because culture and execution do not follow. And when commitment weakens, the organization shifts into autopilot mode, leading to:

- Excessively cautious decisions
- Scaled-back ambitions
- Political trade-offs
- Diluted accountability
- Energy absorbed by internal protection.

The organization then neutralizes itself and loses ground. The scarce resource is therefore not information, but judgment, discipline, and the ability to act.

## **Program goal: leading transformation**

To train executives and managers capable of leading a full five-year transformation, not by adding complexity, but by installing a discipline of transformational execution. This requires:

- A clear vision
- Sharp priorities
- Strong governance
- Rigorous execution
- A culture of action
- Measurable results.

AI and technology can contribute as performance accelerators—never as substitutes for judgment.

## **Model: one system, five axes**

Transformation is not a list of projects; it is a coherent system structured around five axes:

1. Processes: simplify, standardize, and industrialize to execute reliably
2. Business models: adapt offerings, value creation, and revenue streams
3. Technology and AI: improve speed, decision quality, and productivity
4. Organizational methods: clarify governance, roles, and responsibilities
5. Culture: develop accountability, learning, ambition, and a results-driven mindset.

AI operates transversally across the priority areas: processes, business models, organization, and culture.

## **Hybrid architecture focused on impact**

Track A: 4 intensive months (leaders)

For those who must decide, arbitrate, and set the trajectory.

Track B: 8 sustained months (teams)

For those who build, implement, coordinate, and deliver over time.

## **Program phases**

Phase 1 – Online: 40 hours

20 masterclasses to align on fundamentals and accelerate action.

Phase 2 – In-person immersions: 20 days

Four thematic weeks to execute, correct, learn, and deliver tangible results.

## **Outcomes**

The program produces operational deliverables:

- Five-year transformation roadmap
- Transformation governance model
- Cultural transformation plan
- Business model and performance trajectory
- High-impact AI use cases
- Execution rituals and transformation KPIs.

Ultimately, a team capable of absorbing complexity without losing speed.

## **Summary**

This program develops both the competencies and the capabilities of teams, enabling them to decide with clarity, execute with discipline, and deliver sustainable results in high-pressure environments.

**Transformation is not a plan, it is an organizational capability.**

# Seminar: Plan and Launch!

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## OPERATIONAL ACTION PLANS

In a volatile, uncertain, complex and ambiguous world, competitive advantage no longer comes from strategy alone.

It comes from clarity of judgment, speed of decision, and disciplined execution at scale.

Most large organizations and upper mid-sized companies know what must be done. They fail on *how* to execute fast, decisively, and collectively.

The seminar Plan and Launch! is a high-end executive seminar designed by **O.VISION** to close this gap.

Its singularity lies in combining **intelligence, wisdom, and awakened presence**, aligning strategic rigor with human maturity and leadership consciousness.

This is not a training.

It is a decision and production system.

O.VISION adds to analytical **intelligence**:

- **wisdom** (judgment, discernment, arbitration),
- **awakened presence** (clarity, groundedness, accountability),
- in service of disciplined, measurable execution.

AI is integrated as an accelerator—never as a substitute for leadership.

### A five-day sprint before a five-year marathon

In an unstable, high-pressure environment, many companies remain trapped in urgency and struggle to achieve deep transformation.

Yet climate, social, regulatory, and geopolitical pressures require profound transformations over five to seven years. The objectives are known; the question is no longer *What should we do?* but *How do we execute fast, well, and at scale?*

This seminar helps pioneering companies translate these objectives into concrete, structured, and governable initiatives.

## Diagnosis: transformations fail during execution

Despite generally sound strategies, failures often result from:

- Structural trade-offs made too late
- Decisions left reversible
- Strong internal resistance
- Execution diluted by day-to-day operations
- Governance that sets neither accountability nor pace.

The scarce resource is therefore not information, but judgment and the collective ability to act with discipline.

## Program objective: leading transformation

The objective is twofold:

- Produce five-year operational action plans that are immediately actionable, with governance, clear priorities, and execution discipline.
- Strengthen the teams' key capabilities:
  - Accountability and results orientation
  - Mental and operational agility
  - Confidence and resilience in the face of uncertainty
  - Culture of learning and continuous improvement.

## Model: one system, five axes

The deliverables cover a coherent transformation system:

1. Processes: operational performance, simplification, reliability
2. Business models: adaptation of offerings, revenues, and value creation
3. Technology and AI: high-impact use, industrialization, governance
4. Organizational methods: roles, decision-making, steering, and rituals
5. Culture: cohesion, leadership, accountability, and execution culture.

Guiding principle: decide with clarity, execute with discipline, deliver measurable results.

AI is an accelerator, not a substitute; technology amplifies human performance but replaces neither judgment nor leadership.

The competitive advantage now rests on:

- Quality of judgment under uncertainty
- Execution capability in complexity
- Collective maturity
- Governance discipline.

## Action-oriented architecture

The seminar is designed as a production-focused process: structuring, convergence, trade-offs, and concrete decisions.

Over five days, executives and key teams work with five experts to:

- Clarify vision and trajectory
- Build executable action plans
- Define transformation governance
- Secure execution discipline
- Prepare for scaling.

## Resources mobilized

- Five expert consultants covering the five transformation axes
- Industry benchmarks and feedback from real-world experience
- Senior facilitation to secure decisions, alignment, and deliverables.

## Outcomes

At the end of the five days:

- Clearly defined building blocks and plans enabling rapid finalization
- A clear execution process: who does what, how, by when, and with which resources
- High-performing teams able both to solve problems (quality, costs, performance, customer experience) and to tackle challenges (innovation, adaptation, transformation).

## Summary

This seminar is an accelerator for moving into action.

It enables executives and their teams to:

- Structure a five-year transformation
- Align vision, organization, and execution
- Install robust governance
- Produce concrete, immediately actionable plans.

**Think big. Start now. Execute with discipline.**

# Creating Wealth to Eliminate Poverty

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## 2030 AGENDA – SDG 1

### Operational Action Plans 2026–2035

Since 2015, the concrete implementation of the 17 Sustainable Development Goals has progressed too slowly.

Diagnoses exist and roadmaps have been written, but execution is lacking.

In a volatile, uncertain, and high-pressure world, public, private, and social actors remain absorbed by short-term urgencies.

What is missing is:

- Dedicated project teams
- Courageous decision-making
- Sustained execution discipline over time.

As a result, intentions are clear, but outcomes remain insufficient.

### Key insight

Eliminating poverty (SDG 1) cannot be decreed.

It requires the sustainable creation of wealth, produced locally and at scale.

Wealth creation is not an ideological choice.

It is an operational necessity:

- Short-term aid provides relief
- Value creation builds long-term autonomy and dignity.

### Guiding principle

Creating wealth to eliminate poverty is today the only realistic and mobilizing consensus.

This means treating value creation as:

- a public-interest endeavor
- a project discipline
- a collective responsibility, on par with education or healthcare.

## Proposed approach

The transformation follows a clear three-step trajectory:

1. Structured advocacy
  - Establish wealth creation as a legitimate, explicit, and shared objective.
2. Execution capability
  - Recruit, train, and equip project directors and project teams capable of delivering operational action plans.
3. Long-term deployment
  - Launch, in all willing countries, **wealth-creation initiatives** designed as 20-year programs, with concrete milestones for 2025–2030.

## Risk to address

The primary obstacle is neither technical nor financial.

It is cultural and political.

Today's "Goliath" is not a person, but a system of inertia:

- business as usual
- resignation
- skepticism
- capitulation before action.

## Decision required

Commit to a structured, pragmatic, and courageous initiative aimed at:

- moving from intention to execution
- investing in human capacity to create wealth
- anchoring action in the long term, with measurable results by 2030.

**Eliminating poverty is not a values issue.**

**It is a wealth-creation and collective execution challenge.**

**Where there is will, there is a way.**

**The remaining question is whether we decide to move forward.**

# Listening and watching

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## THE MIRROR TO KNOW WHO I AM

The interior and exterior dimensions:

1. First listening, hearing and awakening.
2. Then looking, seeing and acting.

Here are the 7 questions to discover, clarify, specify, reveal to yourself and then to others who I am and what I do:

- What is my personal truth and my life path?
- What is my mission, my place and my identity?
- Do I have the moment and am I in the situation?

These questions form the basis of the work of the O. VISION Leadership.

This is the true starting point.

Mastery requires time, time, and still more time, to learn, to practice, and to train with rigor, discipline, and long-term commitment.



# Giving and protecting

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## O.VISION LEADERSHIP MISSION

### True decision-makers determine the destination, itinerary and dates

- Light, clarity, lucidity, discernment and wisdom
- In the light is hidden the darkness
- In the darkness is hidden the light
- Adding wisdom to intelligence
- Life holds the agenda, with destiny, providence and justice
- Whatever happens, we stay together, we live together, and we work together like the 10 fingers of the 2 hands
- Accepting the harsh reality of life is to concede
- Finding fulfillment by breaking out of the limits of the individual bubble and the collective silo
- Reuniting the collective David against the allegorical Goliath
- Always doing things differently and better
- Solving problems and meeting challenges
- Living spontaneous Eureka!
- Every day is a new day, for Eureka! new ones; This time and opportunity must not be wasted and lost forever
- Living is to produce added value and concrete results every day
- People who take action and succeed will be praised and rewarded
- Mastering vision and execution to build a better world governed by kindness, sobriety, solidarity and diversity in unity
- Mastering wealth and power through wisdom.
- Pulling people who see and understand upwards to help them grow and succeed
- Letting others live their lives quietly
- Accelerating and securing the projects that are close to my heart, as well as large-scale initiatives.

# Strengthening and optimizing

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## O.VISION LEADERSHIP 5 AXES

### The dual mission of O.VISION

Our identity and our place are part of our dual mission:

1. Solving the problems of all humanity by contributing to repair our damaged inner world.
2. Meeting the challenges of all humanity by contributing to build a better outer world.

### The 3 wishes of decision-makers

1. Having teams of competent and capable leaders
2. Being exceptional decision-makers
3. Achieving ambitious goals and massive impacts.

#### 1. Process

- Starting and succeeding in complex projects with great challenges and tight deadlines
- Starting and succeeding in large-scale initiatives that will produce massive impacts
- Supporting large companies over 5 years
- Supporting mid-caps and medium-sized companies over 5 years
- Training transformation managers
- Training members of transformation teams
- Training professors and trainers
- Organizing solutions fairs and annual conferences.

#### 2. Business models

- Creating wealth in all value-added activities
- Business Consulting
- Executive education for managers and their team members
- Solutions fairs and annual conferences.

#### 3. High Tech and AI

- State-of-the-art everywhere

#### 4. Organizational Methods

- Efficiency inspired by the best armies

## 5. Culture

1. Integrating the principles of having, being and doing
2. Embodying them
3. Manifesting them in decisions and actions
4. Succeeding in complex projects and large-scale initiatives
5. Mastering vision and execution
6. Achieving the goals set
7. Catching Kairos
8. Following the discipline
9. Whatever happens, we stay together, we live together and we work together like the 10 fingers of the 2 hands.

# Growing up and succeeding

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## O.VISION LEADERSHIP MANIFESTO

In a world that is permanently volatile, uncertain, complex, and ambiguous, performance alone is no longer sufficient.

What now determines the solidity, durability, and impact of organizations is the quality of vision, the mastery of execution, and the inner strength of those who decide.

O.VISION Leadership is dedicated to Chief Executive Officers and members of Executive Committees of large corporations and mid-sized enterprises operating in environments of extreme competition and constant transformation.

Its purpose is clear: to secure strategic resilience, elevate decision-making at the highest level, and enable sustainable value creation over time.

O.VISION Leadership does not train managers.

It forges exceptional decision-makers, capable of holding the course, arbitrating with accuracy, and acting with authority when the stakes are critical.

Our conviction is simple and demanding:

- no lasting external transformation is possible without inner transformation at the leadership level.

The O.VISION approach rests on five inseparable pillars:

- Process mastery, to deliver complex and irreversible initiatives
- Robust economic models, generating sustainable value
- Technological excellence and artificial intelligence, integrated at world-class standards
- Proven organizational methods, inspired by the most effective structures ever built
- A strong culture, aligning vision, discipline, and execution

O.VISION Leadership aligns vision with action, strengthens collective discipline, and enables leaders to seize the right moment, Kairos, to decide and act.

Its ambition is not marginal improvement, but durable excellence, measurable impact, and leadership that holds, whatever happens.

# Driving and serving

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## O.VISION LEADERSHIP CHARTER

This charter defines the operational principles and commitments expected from leaders engaged in O.VISION Leadership.

It is not aspirational, it is binding:

### 1. We Decide with Clarity

- We cultivate lucidity, discernment, and responsibility.
- We decide based on facts, judgment, and long-term consequences.

### 2. We Align Vision and Execution

- Strategy is not separated from action.
- What is decided is executed.
- What is executed serves a clear vision.

### 3. We Master Complexity

- We structure, prioritize, and act—even under uncertainty.
- Inaction is not an option.

### 4. We Practice Discipline

- Discipline is a condition for freedom of action and sustainable performance.

### 5. We Honor Our Commitments

- Objectives are explicit.
- Accountability is assumed.
- Results are measured and delivered.

### 6. We Build Durable Value

- Our decisions serve the company, its stakeholders, and future generations.

### 7. We Integrate Being, Having, and Doing

- Leadership is embodied through coherence between inner posture, resources, and action.

### 8. We Act at the Right Moment

- We recognize **Kairos** and act with accuracy and determination.

### 9. We Remain United

- Whatever happens, we remain aligned.
- We decide together, act together, and move forward together
- **like the ten fingers of two hands serving one shared endeavor.**

### 10. We Lead by Example

- What we do sets the standard.
- What we tolerate shapes the culture.



**THINK BIG  
START SMALL  
LEARN FAST**



**SDG CHAMPIONS**

SUSTAINABLE DEVELOPMENT GOALS



**CONTACT**

+33 6 09 88 75 61

contact@o-vision-consultants.com