

Magali Legault, B.Sc.

Coach, trainer and speaker

Co-creation, communication and change management

info@magalilegault.com

514-913-7810

Profile

As a catalyst focused on sparking the vitality of an organization, I accompany leaders and their teams in their transformational journey.

I help entrepreneurs and intrapreneurs re-centre the hearts of their organizations—placing human values at the core—enabling them to benefit fully from the collective intelligence to build innovative and highly successful businesses.

I specialize in business coaching and collaborative session facilitation for executives and managers. I have devoted the last 20 years of my career to developing leaders and helping companies navigate brand and organizational transformation challenges. In previous manager and communications specialist positions, I acquired a vast amount of experience in brand positioning, strategic thinking, project management, account planning, creativity and leadership of multidisciplinary team mobilization.

Over the past 20 years, I have worked in a variety of different fields, including the public and para-governmental sectors as well as within the banking, manufacturing and marketing communications industries (for SME, non-profits and large companies).

For 8 years, I taught management consulting at the Université de Montréal.

As a speaker and radio/television columnist focused on workplace wellness, change management and management coaching, I excel at making complex information accessible.

I work in partnership with several generous and talented professionals and offer my services in both French and English.

Catalyst: \ˈka-tə-ləst\

An agent that provokes or speeds significant change or action,

Skills and Areas of Expertise

- Business transformation advisory service: change management and communication
- Individual and team coaching within the contexts of transition and optimization of potential
- Team building
- Strategic thinking and facilitation of co-creation process
- Coordination and facilitation of work groups and training workshops
- Conferences and training sessions on change management, business coaching and communication

Work Experience

Key achievements

CHANGE MANAGEMENT, TRAINING, ORGANIZATIONAL DEVELOPMENT

- Facilitate and provide consulting services on strategic thinking, product offering and service structure development
- Train the teams who will be involved in change management
- Help implement organizational change. Provide coaching and training throughout the creation of an internal change management team
- Assess a situation, make a diagnosis and identify key challenges
- Support and train team members as they assimilate new tools and change management intervention strategies
- Create a concerted communication and change management plan that supports organizational transformation (multi-projects)
- Support the organization and implement a new mode of operation for management teams
- Facilitate various working groups related to transformational efforts

Work Experience (continued)

Key achievements

CHANGE MANAGEMENT, TRAINING, ORGANIZATIONAL DEVELOPMENT (CONTINUED)

- Provide process consulting throughout the transformation of the document management system (new rules and processes, revision of the classification plan and records retention schedule)
 - Analyze context and make recommendations to the project team
 - Hold focus groups to assess impacts, risks and challenges
 - Conduct an awareness tour with management committees
 - Build a change management and communication plan
 - Coach managers to deliver key messages in powerful speeches
 - Match training sessions to the various external stakeholders
 - Plan the transition period and accountability processes
- Lead a training session or workshop on change management
 - Train managers and stakeholders to help them adopt change management practices and learn how to best play their part in the transformation
 - Train employees (important stakeholders for change) on the role they play in organizational transformation and how they can best navigate the transition period
- Create and lead an off-site retreat for leaders: Three days dedicated to thinking about leadership, taking stock of everyone's situation and planning for the future
 - Develop the content and script for the three-day event
 - Plan fun and creative activities on leadership (songwriting workshop, paper chases, 3D vision)
 - Teach inspiring theoretical models as well as facilitate activities and coach teams
 - Develop a self-evaluation questionnaire and work with participants to build personal action plans
- Midi-coaching^{MC} (lunch & learn sessions)
 - A practical and concrete training session developed by Magali Legault to help teams acquire and integrate coaching tools into their everyday routines. Develop basic coach-manager skills. Learn to lead a conversation with a coach's mindset, to empower and help develop your co-workers.
- Design and facilitate various interventions
 - Brainstorm for the launch of a rebranding campaign
 - Organize special board meetings to get the opinions and support of its members
 - Plan team wellness outings
 - Lead group coaching sessions on managing difficult clients
 - Organize team building activities to help two teams of representatives merge into one
- Reorganize work processes, clarify roles and responsibilities, rebrand the organization, recruit and develop employees, lead team building and conflict management efforts
- Implement strategic communication plans that include research, a diagnosis, strategy development and a rigorous management of projects, budgets and human resources

Employment History

MAGALI COACH Founder	Since 2005
GROUPE CFC (Partner) Advisor, trainer and coach	Since 2016
BRIO CONSEILS (Partner) Change management and communication advisor	Since 2012
UNIVERSITÉ DE MONTRÉAL Advertising certificate lecturer (strategic planning, account management, presentation skills)	8 years
VARIOUS MARKETING & COMMUNICATION AGENCIES Account manager	10 years

Training, accreditations and continuing education

- Bachelors of Science — Major in Communication (B.Sc.), Université de Montréal, 1995
- NLP Post Master Practitioner, specialized in business coaching, Centre québécois de programmation neurolinguistique, Montréal, 2005
- Group coaching certification, Toronto, 2011
- Facilitator certification program & The Kolb Learning Style Inventory (private Cossette training), Toronto, 2005
- Member of the SICPNL (International Society of NLP Coaches)
- The Art & Craft of Designing & Facilitating Learning Spaces Masterclass (special training for a group of facilitators, coaches and consultants)—Kaospilot, Denmark, Montréal, 2016
- Certified appreciative inquiry practitioner, Montréal, 2013
- The Art of Hosting on Participative Approaches, Open Space Technology, World Cafe, Circle and Appreciative Inquiry, Berkana Institute, Boston 2011
- Leadership, Power & Influence: The Art of Leadership, McGill, Montréal, 2007
- Accreditation for the use of the TRIMA evaluation tool, 2005
- Creative Thinking and Innovation, McGill University, 1998
- Emploi-Québec accredited trainer (1% law)