



*Creating value with People First*



**CONSULTING - TRAINING - IHR - CROSS CULTURAL MANAGEMENT**

Because we believe that the real asset of the companies is composed of men and women, People First has been enhancing this human side since 1997 through its consultative and training-actions in France and abroad.

One of the major strengths of People First is its network of consultant experts having international experience. As a result, their tailor-made actions are specifically designed **to create added value** and **to impart know-how** for the benefit of the organizations.

## OUR VISION

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Owing to the diversity of international situations, the People First network operates with a **team of multi-skilled experts** having a dual role in the consultancy field and in high level of operational responsibility exercised in large groups.

Its members are involved in different countries, mostly Europe, India, China, Morocco and the Indian Ocean.

**THINK GLOBAL, ACT LOCAL.** It is on this motto that we advocate the deployment of a strategy of excellence through a **HOLISTIC AND COMPREHENSIVE APPROACH**.

### **This implies :**

- Innovative working methods as well as evolving and appropriate tools to enable you to deal with increasingly complex international situation.
- Capacity to coordinate inside as well as outside the company by networking.

People First will focus on the role of every member of your organisation, thereby allowing them to do their best for the common targets and objectives of your firm. The role precisely assigned to each in his daily activity will allow **the creation of value**. Thus, if necessary, we believe **to think differently** by encouraging debates which may question previously accepted norms and prevailing patterns.

With their state-of-the-art expertise, People First's consultants contribute to advancing research and teaching in several top-notch business schools including Paris Chamber of Commerce as well as other universities around the world.

## OUR VALUES

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### Quality

This means that we have a priority to deliver the best service to our customers. We expect from our employees a high level of professionalism, a key condition to participate in our assignments.

### Adaptability

This implies that we make a special effort to understand and adapt to the culture of our client companies.

### Honesty

Our philosophy is reflected in an ethical partnership with our customers and as well as full transparency and availability in carrying out the missions entrusted to us.

### Effectiveness

Our ongoing objectives are to create value for our customers therefore we provide them with customized solutions to resolve their real business problems



## OUR SERVICES

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### People First, a partner of your development

- ✓ *DIAGNOSIS OF THE EXISTING SITUATION*
- ✓ *DEFINE YOUR HR POLICY IN LINE WITH YOUR STRATEGY*
- ✓ *LEADING CHANGE*



### Let us train your staff and line

- ✓ *TRAIN YOUR MANAGERS TO IMPROVE THEIR PERFORMANCE ASSESSMENT SKILLS*
- ✓ *USING TOOLS FOR A COMPLEX ENVIRONMENT*

### Optimizing the management of human resources in your international business

- ✓ *OPTIMIZE WORK BETWEEN HEADQUARTERS AND THE SUBSIDIARIES ALL AROUND THE WORLD*
- ✓ *HOW TO MANAGE YOUR EXPATRIATES*



### Developing winning strategies for working effectively with your foreign contacts



- ✓ *HOW TO WORK WITH THE INDIANS*
- ✓ *HOW TO WORK WITH THE CHINESE*
- ✓ *HOW TO WORK WITH THE JAPANESE*
- ✓ *HOW TO WORK WITH THE EUROPEANS*
- ✓ *HOW TO WORK WITH THE RUSSIANS*

"PEOPLE FIRST" and "PEOPLE 1ST" are two brands properties of the firm, registered with the INPI and WIPO.



## CONTACT Prakash JIVAN Managing director and founder

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Bilingual and bicultural Franco-Indian, Prakash JIVAN is an international consultant and MD of the People First Network.

Having held senior executive management position in various finance companies subsidiaries of major French banks, he accompanied the development of an international group as a Corporate Human Resources Director.

He was accredited as an expert by Magellan, the professional network of International Mobility from 2000 to 2007.

Currently he chairs the Research Institute for Indo-European Management.

Whilst working in this field, he contributes to the training in several high business schools and runs the module "entrepreneurial strategy" at Leonardo da Vinci University.

