

# Empowering your leadership team to achieve peak performance & alignment

We focus on enhancing leadership skills & decision making through greater self-awareness and trust.

## I'm Vanessa Ribreau

"I know the difference a great leadership team can make. That's why I started my own venture, I'm committed to helping senior leaders and teams achieve alignment, bridge communication gaps and create a shared vision. With my unique approach, grounded in years of experience and research, I'm dedicated to transforming leadership dynamics and ensuring organizational success."



## Our Services

### Leadership Assessment

- In-depth assessments to identify leadership strengths, potential, and areas for development with [SuccessFinder](#).
- Assists in strategic placement and development planning.

### Executive Onboarding

- Structured onboarding programs designed to quickly align new leaders with organizational culture, expectations, and teams.
- Ensures rapid acclimatization and effectiveness in new roles.

### Executive Coaching

- One-on-one coaching focusing on strategic decision-making, emotional intelligence, and resilience for high-stakes environments.
- Ideal for enhancing personal leadership capabilities and navigating complex organizational dynamics.

### Offsite Facilitation

- Expertly facilitated offsite sessions to guide teams through forming, storming, norming, and performing stages.
- Enhances team cohesion and strategic alignment.

### Leadership workshops

- Interactive workshops combining innovative learning approaches, role-play, and immersive experiences.
- Focuses on collaborative skill-building, real-world application, and team alignment.

## Why Choose Us



### Expertise

Bilingual Executive HR Leader and certified coach with over a decade of experience in scaling and optimizing global HR departments.



### Credibility

Track record of achieving high performance and organizational alignment in different tech sector: Shopify, Alayacare and BenchSci.



### Neutrality & Agility

Independent third-party, offering neutrality and agility, serving as a fractional resource when you need it.

## Contact Us

@ v@vanessaribreau.com

+514-605-4215

www.vanessaribreau.com

# Profitability is closely tied to the performance of human capital —both individuals and teams.

Based on the State of organization in 2023 [report from McKinsey&Co](#)

## Leadership alignment & performance lead to Profitability

1.9x

There is a 1.9 times increased likelihood of having above-median financial performance when the top team is working together toward a common vision.

2.5x

Aligned leadership teams can see a 2.5x increase in profitability due to agile decisions.

90%

Of investors think the quality of the management team is the single most important nonfinancial factor when evaluating an IPO

800%

The highest performers in a role are 800% more productive than average performers in the same role

*“There are a few things that make the LEGO Group unique and help explain the company's longevity and success. Since the organization was founded, there has been a clear alignment on our purpose among the owner, board, CEO, management, and employees”*

Unleashing an organization's full potential is hard—even harder in today's unsettled business environment. But as our research and discussions with leaders in beacon organizations demonstrate, doing so is very possible with the commitment and collaboration from CEOs and other leaders across an organization, a desire to inspire, and leaders' ability to maintain their bearings in disorienting times.

[From the State of organization in 2023 report from McKinsey&Co](#)

## The Imperative & Urgency for Strategic Leadership & Performance Coaching

### Escalating Competitive Pressure

Today's leadership challenges are not just about managing teams; they're about leading through change, uncertainty, and digital transformation. Harnessing the full potential of human capital becomes critical.

### Financial Constraints

With funding becoming more selective, the urgency to optimize human capital for better decision-making and alignment is heightened.

### Loss of Opportunity

Every moment of misalignment or underutilization of human capital translates into lost opportunities for innovation, productivity, and revenue growth.

*“Yahoo, once a pioneering internet company, experienced a dramatic downfall due to a series of strategic errors and leadership misalignments.”*



# Enhancing Team Performance and Alignment with Strategic Leadership and Performance Coaching

## Our Approach

At V& CO, we don't just offer coaching and consulting; we provide strategic financial impact. Partnering with CEO, HR leaders and Senior leaders, we tailor our executive coaching and HR consulting services to navigate your unique challenges. By measuring, recommending, and cultivating your human assets, we help you unlock untapped potential and efficiencies.

The result? Not only will you navigate complexity with greater ease, but you'll also realize significant financial gains, turning your human capital into a competitive advantage.

## Testimonials



### Shopify

*"I would highly recommend working with Vanessa. As a leader of people, it will give you a confidence boost knowing that Vanessa is there to support you and your team. Vanessa has the perfect mix of integrity, instinctive care for people, and a keen sense for building healthy teams."*



### AlayaCare

*Vanessa has this special knack for helping me let my guard down and jump right into the real work. Her ability to distill the core of our sessions is truly remarkable. Every chat I've had with Vanessa has made me a better, more successful leader. If you're looking for a coach to help you understand yourself better and reach your goals, she's the one.*



### BenchSci

Under my leadership we revolutionized our work model to 'Remote first, hub second', enhancing connectivity and collaboration (93.1% of our team feeling a profound sense of belonging), and saw a 150% increase in engineering hiring velocity. Our culture excellence was recognized with prestigious awards, including LinkedIn's Top Startup in Canada, ranked 10th out of 50 of the best workplaces in Canada. Decrease our attrition by 9.3%.

## Benefit of our services

### Improve Team Cohesion & Communication

Teams that underwent coaching reported 67% improvement in teamwork and a 52% increase in conflict resolution skills.

### Foster Trust & Collaboration

Over 50% of companies that invested in coaching reported an increase in team functioning.

### Increase Organizational Alignment & Focus on Common Goals

Teams receiving leadership coaching show a 48% increase in alignment with organizational goals.

### Nurture Connection & Adaptability

Effective communication coaching facilitates well-connected teams to be up to 25% more productive.

### Boost Productivity

86% of businesses reported making their investment back, primarily due to a boost in productivity after implementing coaching.

