

Ethics and Compliance, driver of the Strategy

Excelling ethically



Who we are

GLC Consulting was founded by Dominique Dussard in association with other senior executives to provide strategic, effective and tailor-made advisory services in the areas of **Governance, Ethics and Compliance (E&C) and their interactions with Strategy and Leadership**. Its services and products are based on more than twenty years of insider international experience.

Our point of view

We believe that sustainable performance and attractiveness of a Company are the results of a strategy based on a **Corporate Purpose** which includes not only **What** the Company wants to do but also **Who** the Company wants to be.

With this perspective, it is critical that **“How we do and behave”** is coherent with the **Corporate Purpose**. This requires Leaders to implement in their business model sound governance, risk management as well as develop and maintain solid ethical and compliance foundations.

Moreover, hard-earned reputation may be jeopardized or even lost as a result of a single event, action or omission potentially resulting in other severe legal and financial consequences. Should such eventualities occur, the management must provide - in a timely manner - clear, efficient and respectful answers, both internally and externally



Our purpose

We aim at strengthening:

- the alignment between your Governance and E&C programs and processes and your Strategy and Business Model.
- the impact of your Governance and E&C programs and processes to enhance the performance and attractiveness of your Company on a lasting basis.

Therefore, we focus on the role and the effective implication of the management throughout the chain of command.

What we do

- We help businesses to align their governance, values and leadership model with their Ambition.
- To foster the effectiveness of your existing programs, we assess the positioning of the management as leaders, using effective methodologies such as our **GLC Pulse Survey**.
- We propose and implement solutions to minimize non-compliance risks on a long-term basis fostering awareness, commitment and empowerment. With our **GLC Self Assess** methodology we help managers to take leadership on Governance and E&C matters.
- We propose education and monitoring tools for specific matters such as anti-trust, bribery, gift and entertainment or conflicts of interest.
- We ensure that the governance and E&C message permeate your company and be embedded in the corporate culture
- We stand by you in crisis situations, offering our wealth of experience to design the best course of action to minimize any possible adverse consequences for the reputation of company and the one of its management both internally and externally.

How we collaborate with you

- We advise on your actual and precise needs mindful that clear and streamlined processes are key for success.
- We respect your culture and deliver flexible, customized advice adapted to your business.
- We work as part of your team with a collaborative approach fostering exchanges and cross-fertilization with your internal and external teams.



Dominique Dussard

GLC Consulting
Founder & Managing Partner

Dominique Dussard is a senior advisor in governance, behavioural and risk management.

He supports organizations and their leaders in implementing their strategy.

He focuses on behavioural change, 'top to the middle' leadership engagement, and advises senior executives and boards.

He is an expert practitioner in the Ethics and Compliance (E&C) field. He advises on the design, implementation and assessment of E&C programs - bringing innovative solutions to make E&C an enabler to drive superior global performance.

He has over 25 years of international experience. He served as Executive Vice President, General Counsel & Chief Compliance Officer of Solvay, a top-10 global chemical company headquartered in Brussels. In this capacity, he provided advice and guidance across a broad spectrum of issues, including corporate governance, transactions, litigation, risk and crisis management on a global basis.

Dominique has collaborated from 2013 until 2015 with LRN Corporation.

He leads workshops at HEC, Paris and animates inter- and intra-company working sessions.



Dominique Templier

GLC Consulting
Partner

Dominique Templier is a senior consultant in the management and education areas with a background of 30 years of experience in the field of technologies and services.

After a beginning of career in technical functions at Dassault Electronics and ITT Data Systems, he becomes VP of Sales and Marketing at Dassault Systèmes, the worldwide leader of the CAD/CAM industry.

He leaves Dassault Systèmes in 1994 to conduct the LBO of SFMI, software editor of back office systems for the Retail industry, of which he becomes CEO and majority shareholder. He sells his company in 1998 and becomes Manager of the Global Worldwide Accounts in France for Lotus, subsidiary of IBM.

In 2002, he becomes Managing Director for Southern Europe at Sumtotal Systems, world leader of elearning solutions.

In 2005, he founds his consulting firm, HX Conseil, specialized in training and consulting in the areas of management, organization and e-Learning. Since then, he also has education activities at HEC Paris in several programs.

From 2012 to 2015, Dominique Templier has represented LRN in France.

Since January 2016, he has joined GLC Consulting, a consulting firm specialized in the Ethics & Compliance area.

Education and degrees

- Ecole Supérieure d'Electricité (SUPELEC) 1977
- HEC Executive MBA 1987
- Certified Coach (International Mozaik – ICF Network)

“Bringing Ethics and Compliance in all dimensions of the Business Model”

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