

WEEM

WELCOME TO THE
WEEM COMMUNITY





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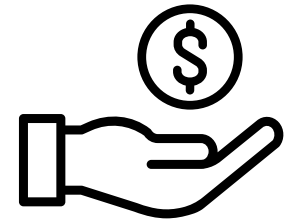
WEEM presentation

Founded in 2018 by independent consultants from strategy and management consulting backgrounds. WEEM connects high-level independent consultants with corporate customers of all kinds - major groups, start-ups, investment funds, SMEs, consulting firms - on strategic and operational assignments.

WEEM is not just a service provider, but the trusted partner of its clients, committed to ensuring the success of their key projects through tailor-made support.

Having the **WEEM** spirit means being :

- Serious but relaxed, open and attentive to others, easy to talk to
- Legitimate, but able to say "I don't know"
- Transparent and honest



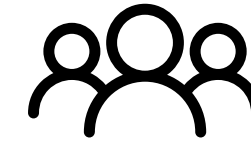
15 M€

Turnover in 2022



+300

Missions completed in 2022



+3000

Talent in the community

Our ambition is:

- To Democratize high-level independant consulting and interim management and to facilitate the daily lives of independent consultants
- To be the leader in independent strategy, management consulting and interim management in France and internationally
- To be the community of heart of top-quality independents
- To be our clients' trusted "top-of-mind" partner to find their high-level talent

WEEM team



Leslie Garçon
Partner & Co-
founder



Aristide Varvounis
Partner & Co-
founder



Jean-Baptiste Hecquet
COO & Head of Staffing



Marilyn François
Talent & Community
Director



Axel Drijzen
Talent Manager



Yvone Branco
Staffing Manager



Ninon Rigoulet
Staffing Manager



Clara Hayez
Staffing Manager



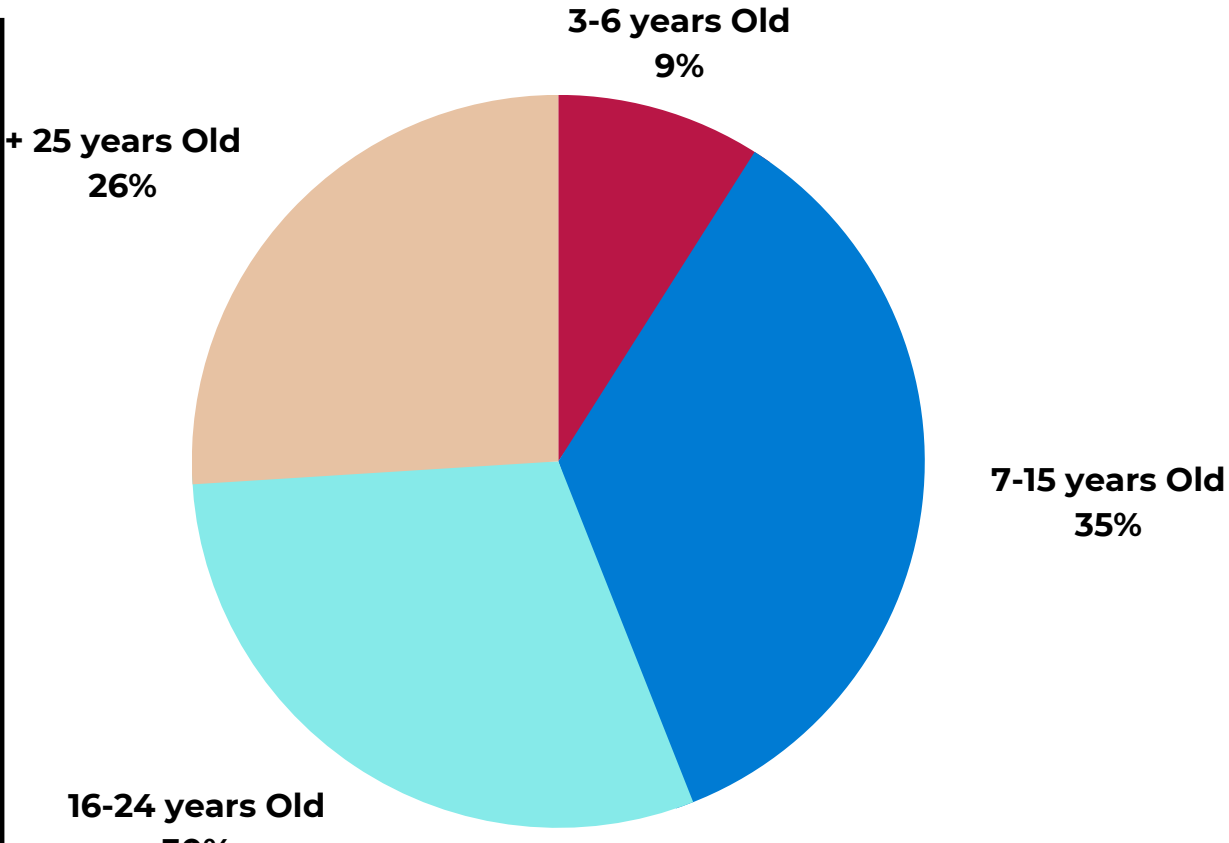
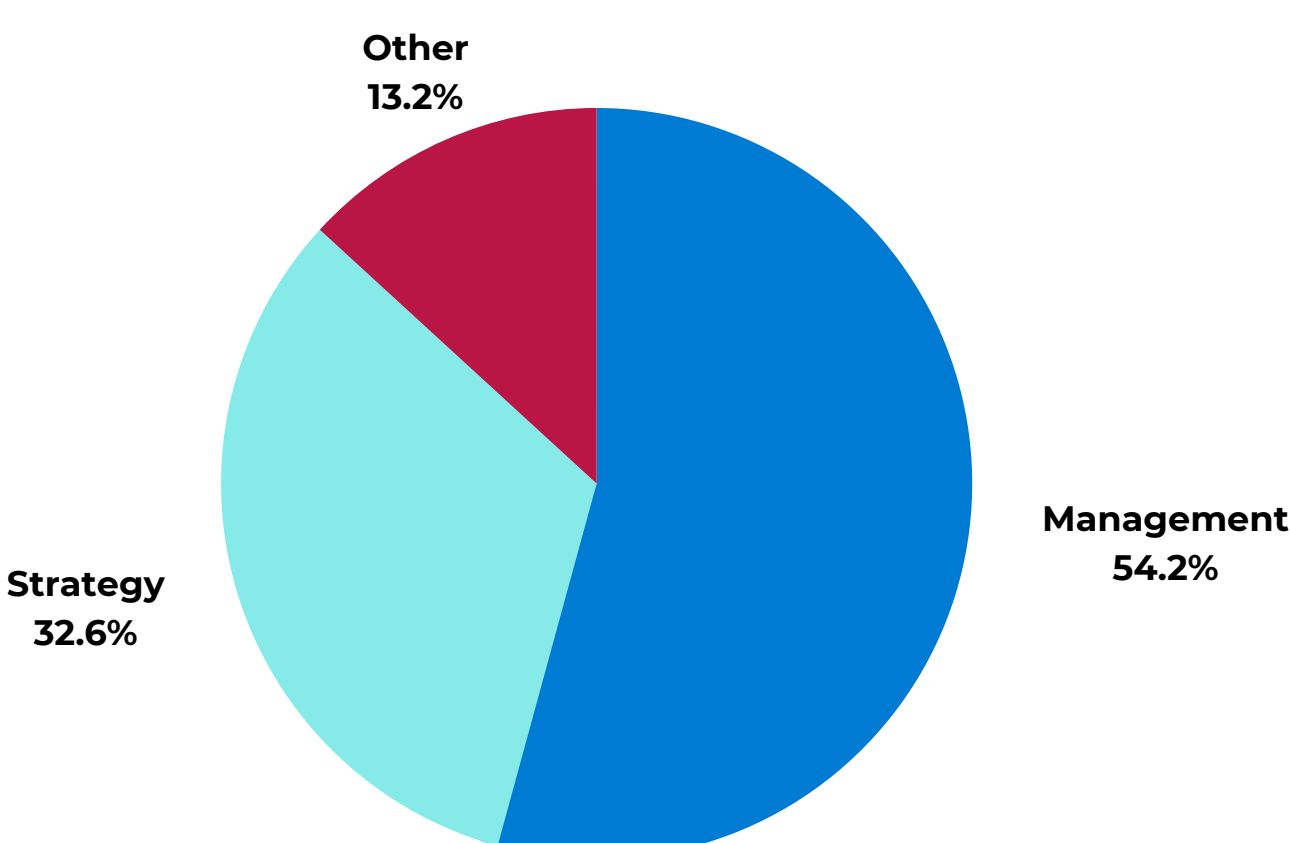
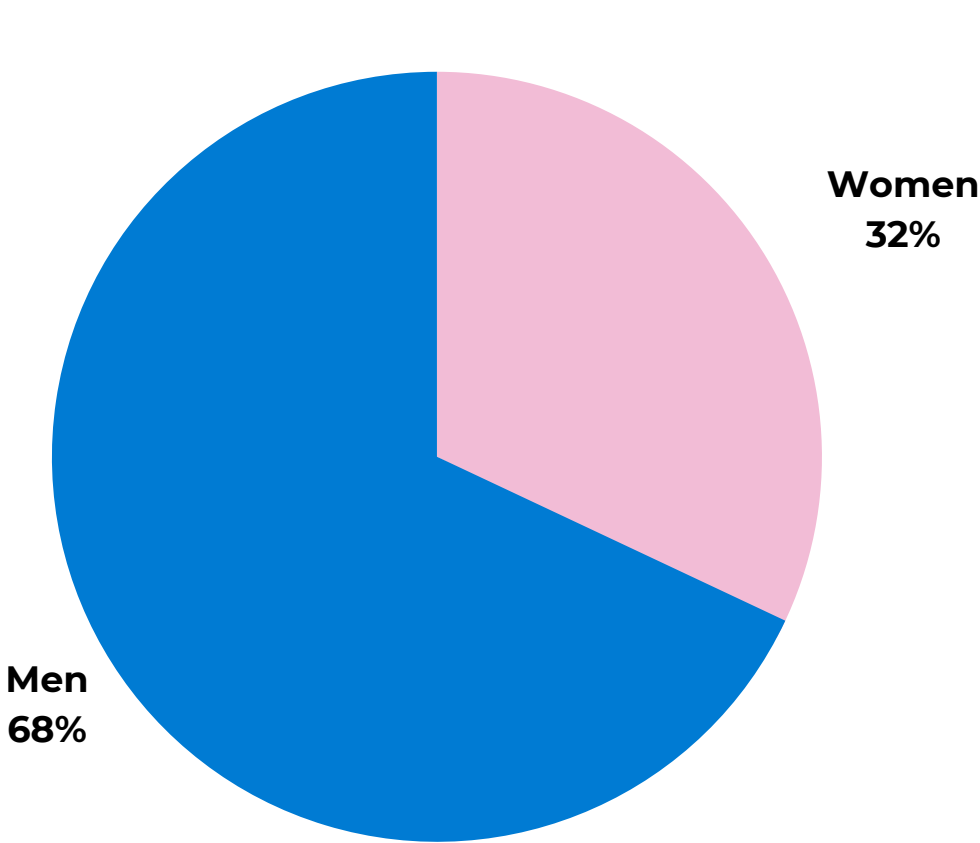
Linda Keita
Staffing Manager



Christel Franco
RAF

WEEM community

- 3300+ independent talents
- 3 to 30 years experience
- From consulting firms or significant operational roles



Project illustrations



STRATEGY CONSULTING

- Helped a small-cap investment fund redefine its positioning and investment thesis.
- Helped define the 3-year EMEA strategy of a leading US cosmetics group
- Assisted a global player in the tourism industry in assessing its digital maturity and implementing its digital transformation.

EXPERTISE

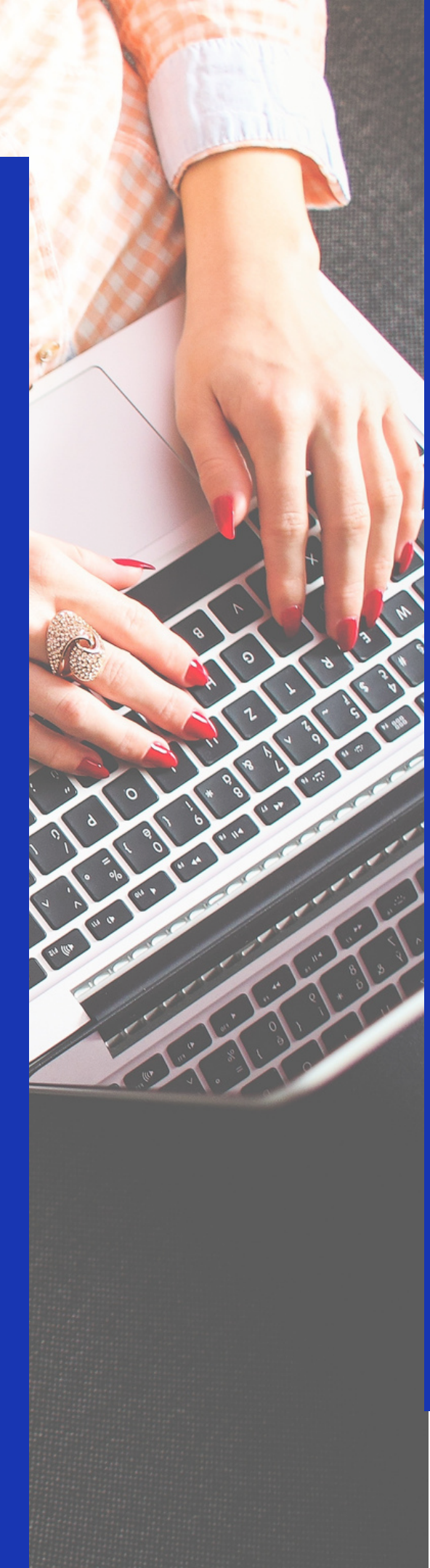
- Provided sector expertise to a mezzanine fund as part of a financing opportunity study for a group of medical analysis laboratories.
- Contribution of expertise in structuring the climate strategy of a European Oil & Gas major

MANAGEMENT CONSULTING

- Management of the program to centralize the Supply, Finance, Quality and Compliance functions of subsidiaries at the head office of the world's leading sugar company
- Modeling of HR processes for a French food multinational
- PMO for the transformation program of a leading digital bank

INTERIM MANAGEMENT

- EMEA Strategy Director for an international luxury goods company
- CIO of a complementary social protection mutual dedicated to players in the Social and Solidarity Economy
- Manager of Consumer Knowledge, Lifecycle and Advertising in the Marketing Department of the world leader in E-Commerce



COACHING

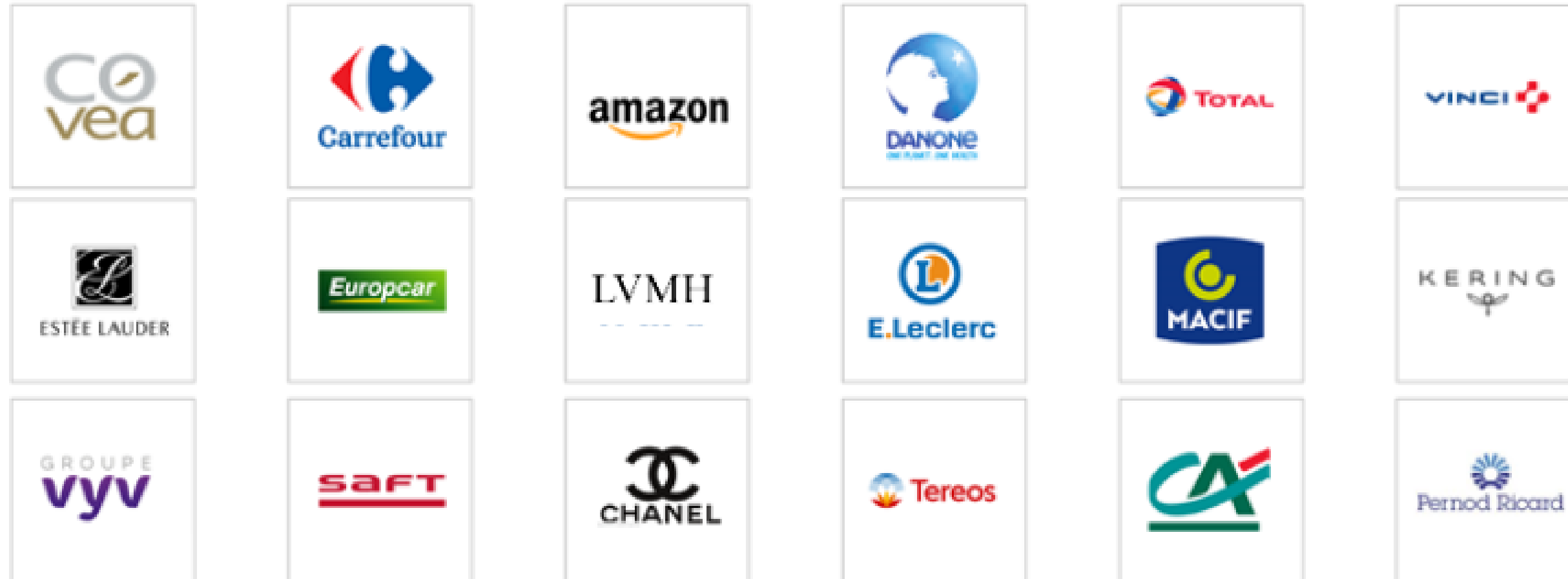
- Coaching of a project manager as part of his new position for the French leader in investment banking
- Agile coaching mission for the digital management of the world leader in inspection, certification and laboratory testing

RECRUITMENT

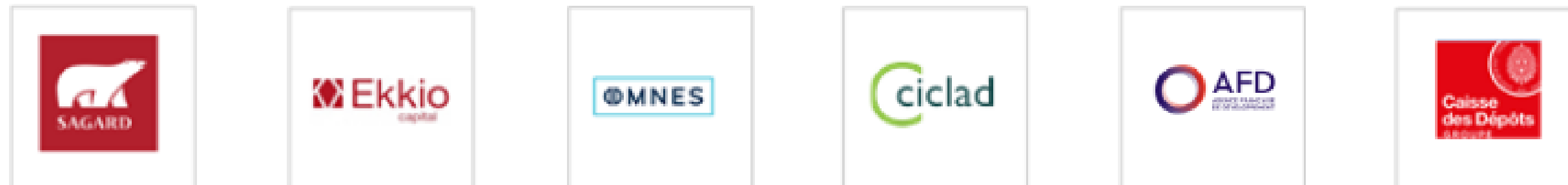
- Recruitment of Product Strategy Director
- for a leading French mutual insurance group
- Recruitment of Marketing Director for a European leader in seminar organization

Our clients

LARGE GROUPS



INVESTMENT FUNDS



START-UP / SMEs / Mid-Caps



Missions: instructions for use

Before the project



1 - Briefing

Once the brief has been taken, **WEEM** presents profiles to the client within **48 hours**.

1. WEEM suggests the 2 or 3 most relevant profiles to the client to simplify the selection process.
2. If your profile is pre-selected by the Staffing team, they will contact you to :
Describe the project to you: issues, duration, budget, logistics, etc.
3. Confirm your interest in the mission: thank you for your prompt response (within 24 hours if possible)
4. If necessary, we will advise you to adjust your resume before sending it to the client, to better highlight your career path.
5. With your agreement, your **WEEM resume** will be presented to the client.



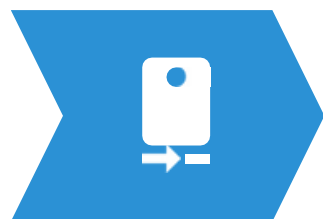
2 - Profile selection

The client wants to meet you? Good news! We'll arrange a meeting with you
Before the meeting, we will prepare you by giving you the necessary information and **personal branding** arguments.



3 - Profile validation

- The client has chosen your profile? Let's get started! We sign a contract between **you and WEEM, and between WEEM and the client, and the project can begin!**
- We will ask you to provide your company registration documents and your professional insurance certificate
- If the client does not select your profile, we will have a feedback session with you



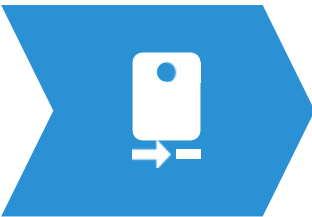
4 - Start of the mission

During the project



5 - Follow-up to the assignment

- We'll check in with you regularly to make sure you have everything you need to succeed and that your assignment is going as smoothly as possible.
 - Don't hesitate to keep us informed proactively, we're here to help!
 - You can count on the expertise of the WEEM community
 - if you need advices during the project.
 - Every month we ask you to complete your activity report
- We pay **30 days after receipt** of your activity report and monthly invoice.



6 Evaluation

- Send us the deliverables from your assignment
- We ask you to fill in a template with your feedback
- We ask you and the client to evaluate the assignment using a dedicated form
- We **cross-reference the results with you and the client**



7 -Update

- Remember to keep us informed of your availability **15 to 30 days** before the end of your assignment, directly by e-mail.
- Don't hesitate to send us your **updated WEEM resume** at the end of your assignments. The more complete and up-to-date your information is, the better chance we'll have of identifying you for future staffing! 😊

Community life

The life of the WEEM community is...

Information: our blog, our
LinkedIn page, our newsletters

Meetings: afterworks,
events, exchanges with our
teams...

Support for your
business
development

Sharing knowledge :
webinars, assignments...

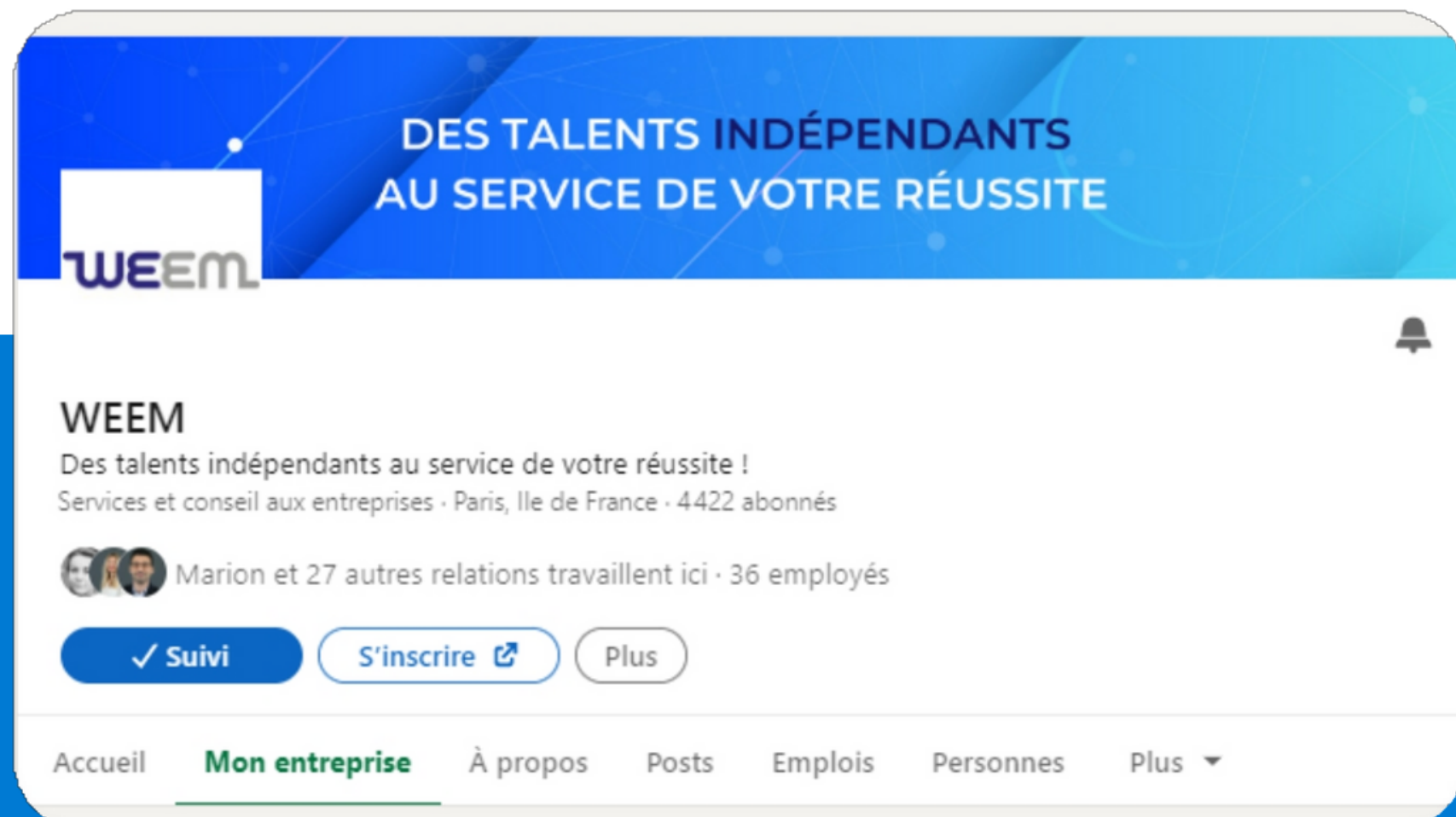
Visibility: push cv to
our prospects and
existing clients

OUR PAGE



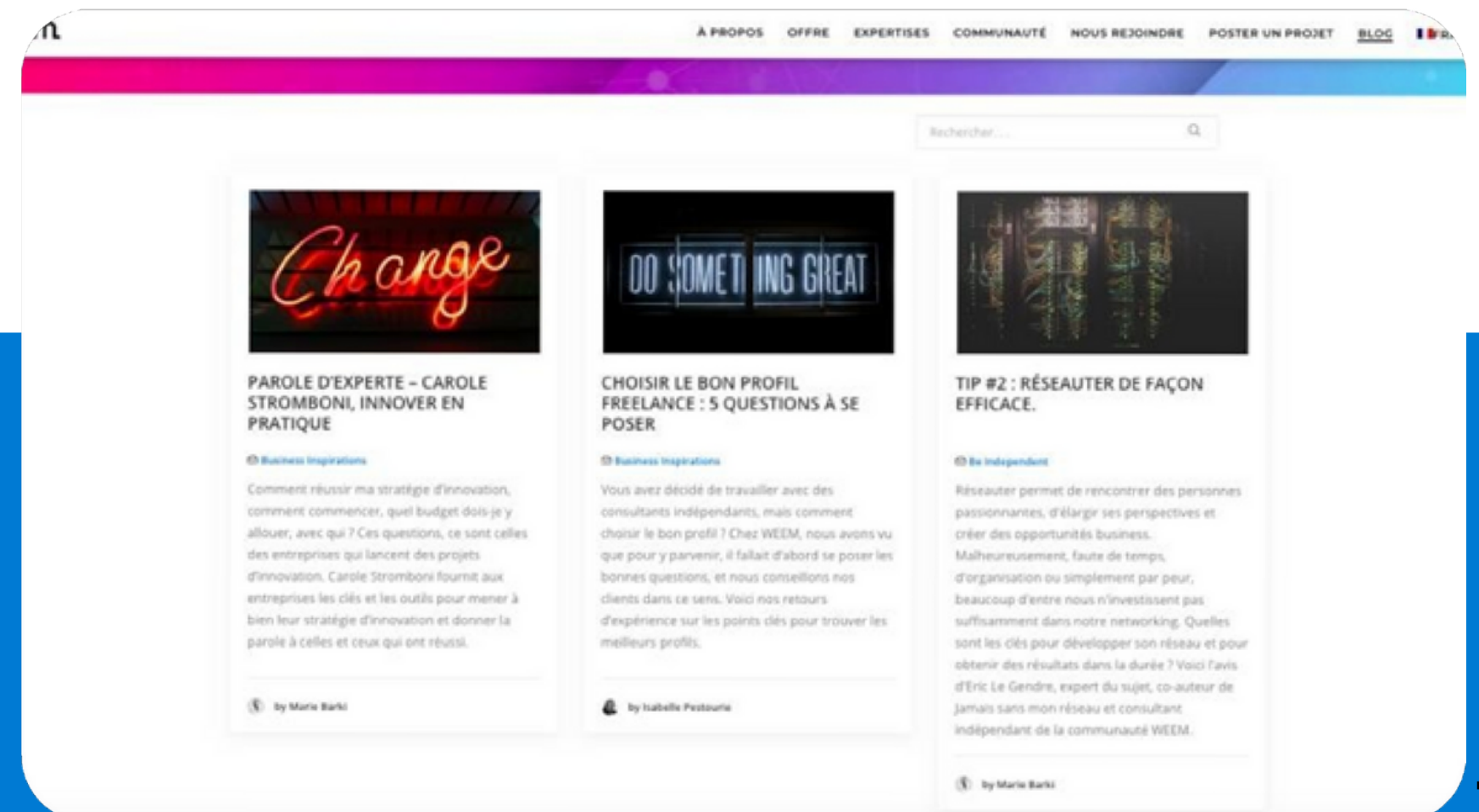
To become part of our community and strengthen the WEEM brand together, you can :

- Follow our LinkedIn page
- Indicate in your profile that you belong to our community (by adding an experience "Consultant member of the WEEM community since AAAA")
- React to our publications



OUR BLOG

- Write a feature article about your expertise
- Tell us about an interesting assignment
- Giving advice to the community
- Get in touch with us! We'll be happy to discuss the subject with you and give you some exposure on our blog.
<https://weem.group/la-communaute/blog/>



FAQ

Frequently asked questions

- **What does WEEM mean?**

WEEM is pronounced "ouimmm", like WE (us) + ME (me), all independents within a community of heart!

- **What is the average length of a project?**

On average, projects last 40 days. However, WEEM assignments can range from 1 to 200 days, depending on the type of project. For example, a few days for a due diligence, up to several months for the management of a transformation project.

- **Will I be working alone or as part of a team?**

Both formats are possible, depending on the project, with the predominance of one person assignments.

- **Do you intervene during missions?**

Generally speaking, you are autonomous in your project management with the client. However, WEEM teams are always at your side.

We also carry out regular follow ups with you and the client, and produce an evaluation of every project.

- **Is WEEM an exclusive platform?**

No, of course, joining the WEEM community is not in any way incompatible with registering on other platforms. However, in the context of your assignments, it is important to respect the commitments of our charter.

Frequently asked questions

- **Can I choose my daily rate?**

Yes, your daily rate is not imposed by WEEM; we are at your disposal to give you the market standards relevant to your profile and share our feedback. In the event of negotiations with a client, the discussions are as follows **always carried out fairly and transparently with you. You always have the last word.**

- **If the assignment is outside Paris, how are travel expenses taken into account?**

In most cases, travel costs are covered by the client, who defines a cost envelope for the project in advance. These costs are billed back to the client after validation and with a proof. In some cases, expenses can be included in your daily rate after a simulation of your needs (recommended).

- **I haven't set up my own business yet. Who can help me choose the best method for me?**

We'd be delighted to talk to you about it and share our experience with you. You can also get in touch with our partners on the subject. There is no single best model for a structure, it depends on your circumstances and your wishes in terms of salary and tax in particular.



**Thank you
very much!**
WEEM