

Dr. Brigitte MONSOU TANTAWY

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Born on January, 2nd 1955 in Madagascar
Nationalities: French and Egyptian
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RESULT-FOCUSED SENIOR EXECUTIVE

15 years in various leading roles in NGOs: Unicef, Oxfam, Humy, Lions Club, Oikocredit, HP12, Atelier du Passage.
10 years in consultancy providing business strategy and organizational effectiveness support to French multinationals and SMEs.

25 years international experience in Human Resources Management, Sustainable Development, Research & Development and Supply Chain Management. Companies include Nabisco, Danone, Unilever, TNT, Siemens, T Mobile.

- **Resourceful leader** able to lead international cross-functional diverse teams and to leverage resources to achieve objectives on time and on budget.
Distinctive ability to capitalize on the strengths of others and dynamic team motivator establishing productive relationships.
- **Keen strategist** adept in developing innovative solutions to enhance business performance.
Recognized as having long-term vision in global contexts.
- **Effective implementer** focused on Excellence and Sustainability.
Career-long record of improving business processes' efficiency and effectiveness.
Respected for integrity, expertise and passion.

PROFESSIONAL EXPERIENCE

Histoire et Patrimoine du XII^{ème}: *Volunteer and Treasurer* 2021 - now
OIKOCREDIT: *Volunteer then General Secretary* 2019 - now
LIONS CLUB: *Volunteer and Treasurer* 2019 - now
HUMY: *Volunteer then Treasurer then General Secretary* 2006 - now
OXFAM: *Volunteer and President of the Finance and Risk committee and Vice-President International* 2013 - 2023
UNICEF: *Volunteer and President of the UNICEF Paris Committee* 2008 - 2020

ECOVADIS: Member of the Scientific Committee 2008 - now

ADDE Paris, FR
Director May 08 - 2017

- EFQM Business excellence implementation
- Sustainable Development strategy definition and deployment
- Human resources redeployment, organizational change

Key clients: **TNT, SNCF Ingenierie, Ecovadis, Solidere, Groupe Hema, VINCI Energies**

HEC Paris, Bratislava University of Management, BEM, ECE, EI Purpan, ESIEE, ESMA, ISEAM, Politecnico di Bari, Tecomah

Associate Professor

- Business strategies to reach new markets, new customers
- Human resources and Corporate Social Responsibility
- Microfinance and Socially Responsible Investment
- How to succeed with Green strategies
- Non Governmental Organisations and Public-Private Partnerships
- Life Cycle Analysis, Eco-design and green innovation
- Responsible buying
- Cause related and green marketing

France
Slovakia
Italy
Apr.07 - 2017

WORLD BUSINESS COUNCIL for SUSTAINABLE DEVELOPMENT

Director, Sustainable Value Chain

- Led a new initiative in partnership with UNEP and SETAC on Life Cycle Thinking with 30 companies from various sectors
- Acted as the Business representative at UNEP and EU Sustainable Consumption and Production Conferences

*Geneva, CH
Jan.07 – Jan.08*

Director, Focus Area Business Role

- Organize Stakeholder Dialogues on the role of Business in New York (more than 100 people), Buenos Aires (30 people) and capture the outcome these dialogues
- Clarified interfaces between Government, Business and Civil Society
- Designed and led a research program on added value of Multinational Companies in 30 countries

*Geneva, CH
May.06 – Jan. 07*

UNILEVER Corporate Human Resources

Vice-President Organizational Effectiveness – Member of the Unilever Sustainability Board

- Designed and led the new strategy for social reporting with new processes, new KPIs and external verification
- Led the system mapping of UNILEVER contribution to Millennium Development Goals
- Led the research project with INSEAD/EABIS on organizational and individual perception of Corporate Social Responsibility
- Designed and rolled-out a survey on the UNILEVER Code of Business Principles as a basis for further improvements

*Rotterdam, NL
Aug.04 – Apr.06*

Vice-President Business Excellence and Organizational Learning – Member of the Corporate Human Resources Team

- Designed and rolled-out Strategy into Action for UNILEVER Corporate Centre (13 departments) for alignment of strategy and performance
- Developed the Corporate HR scorecard with specific Human Capital KPIs
- Led a research project on Large Scale Change with Society for Organizational Change, the outcome has been applied to another major change
- Coordinated the UNILEVER Business Excellence Network and facilitate the transfer of Good Practice

*Rotterdam, NL
Jan. 02 – Jul. 04*

UNILEVER HOME and PERSONAL CARE EUROPE

Vice-President Business Excellence – Member of the HPCE Board

- Led and promoted the HPCE Excellence program covering 50 units in 20 countries: Board members and facilitators training, annual self-assessments, annual improvement plans, scorecards, customer, people and society European Surveys
- Designed and implemented a Good Practice Award, Excellence into Action, Benchmarking studies on Innovation, Customer management and results, Environment and Society results
- Led the development of the HPCE intranet: strategy definition, functionality improvement, content management, knowledge management, e-learning
- As member of the HPCE e-Board, developed e-business initiatives in B2b, B2C, B2E

*Brussels, BE
Nov.98 – Dec.01*

European Quality Manager – Member of the R&D Board

- Led the Business Excellence program in R&D and Supply Chain: process management, customer survey, self-assessments, improvement plans
- Implemented Scorecards in R&D

*Brussels, BE
May.97 – Oct.98*

LEVER EUROPE

European Quality Manager – Member of the Supply Chain Board

- Designed and promoted the overall approach to Quality throughout the business: new Quality strategy, Quality & Hygiene objectives, system, processes, Quarterly Board Reviews
- Designed and coordinated European Quality programs: Vendor Certification, Brand Quality Objectives in R&D, Quality in Logistics
- Led and implemented SAP-QM
- Led and developed the Q&H Network (200 people, 18 factories, 4 categories, 16 countries)

*Brussels, BE
Feb.95 – Apr.97*

DANONE BISCUITS

Quality Assurance Director – Member of the R&D Board

*Athis-Mons, FR
Jan.92 – Jan.95*

- Designed and coordinated European Quality Projects: ISO 9001, HACCP, SPC
- Designed and implemented a Food Safety Program for the 13 companies (30 factories) with European Laboratories
- Managed the Competitors' product survey in support of R&D
- Rationalized raw materials with Purchasing department on a cost, functionality and quality basis
- Led the DANONE Sensory Evaluation Network (five divisions)

DANONE BISCUITS

Quality Assurance Manager

*Athis-Mons, FR
Jun.90 – Dec.91*

- Harmonized and developed the Quality Systems of the 12 companies (9 European countries)
- Established new KPIs, new audit scheme, new monthly reporting
- Designed and implemented a Quality tools and methodologies training module
- Improved the scientific and analytical capabilities of the Sensory Evaluation Laboratory

NABISCO BRANDS FRANCE

Central Quality System Manager – Member of the R&D Board

*Ch.Thierry, FR
Jan.88 – May 90*

NABISCO BRANDS FRANCE

Central Laboratory Manager

*Ch.Thierry, FR
Oct.84 – Dec.87*

NABISCO BRANDS FRANCE

Biochemistry Laboratory Manager

*Ch.Thierry, FR
Jan.84 – Sep.84*

Ecole Nationale Supérieure des Industries Agro-Alimentaires

Biochemistry and Organic Chemistry Lecturer

Researcher: Contract for TRIBALLAT: Improvement of a cheese process

*Massy, FR
Jan.83 – Dec.83*

EDUCATION and AFFILIATIONS

ADEME

- Bilan Carbone, GHG Protocol, BEGES

*Paris, FR
2008 - 2012*

Leeds University, CBS Copenhagen, HEC Genève

- Lecturer, Associate Professor

2002 - 2007

SoL, EABIS, WBCSD, UNCTAD

- Unilever representative

2002 - 2006

BQF and EFQM

- UK Assessor, European assessor, Lead European Assessor
- Chairman of the Executive Committee
- Member of the Jury

*1998 – 2007
2002 – 2004
2005 – 2008*

Université d'ORSAY

- *PhD in Food Industry*: Identification of the polyphenolic compounds of rapeseed meal

*Orsay, FR
Sep.78 -
Mar.83*

PERSONAL DATA

Languages: French: mother tongue, English: fluent, Spanish: notions, Arabic: notions

Interests and Activities: Humanitarian activities, Arts, Painting, Travels.