

RESUME

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• CLIENT SERVICES

- ⇒ PROJECT MANAGEMENT
- ⇒ PERFORMANCE MANAGEMENT AND MEASUREMENT ANALYSIS
- ⇒ EVALUATION STUDIES
- ⇒ RESEARCH
- ⇒ HUMAN RESOURCES
- ⇒ PUBLIC HEALTH ANALYSIS
- ⇒ INTERNATIONAL COOPERATION
- ⇒ INTEGRATED RISK MANAGEMENT
- ⇒ EFFECTIVE, INTEGRATED AND MODERN MANAGEMENT
- ⇒ KNOWLEDGE MANAGEMENT AND ORGANIZATIONAL LEARNING
- ⇒ STRATEGIC MANAGEMENT AND BUSINESS PLANNING
- ⇒ EVALUATION, PLANNING (DPR/RPP) AND IMPLEMENTATION OF POLICIES, PROGRAMS AND PROJECTS
- ⇒ COST ANALYSIS AND INTEGRATED ORGANIZATIONAL MODELS
- ⇒ ECONOMIC COST ANALYSIS SUCH AS COST/EFFECTIVENESS, COST/UTILITY COST
- ⇒ AUDIT AND QUALITY CONTROL
- ⇒ POLICY REVIEW AND DEVELOPMENT
- ⇒ ACCOUNTING AND BUDGETING
- ⇒ GRANTS AND CONTRIBUTIONS
- ⇒ A-BASE FUNDING REVIEWS
- ⇒ FINANCIAL MANAGEMENT
- ⇒ OPERATIONAL REVIEWS / BPI
- ⇒ RMAF/RBAF
- ⇒ SECURITY CLEARANCE LEVEL: SECRET

• SKILLS AND ABILITIES

- ⇒ **LEADERSHIP**
 - **Values and ethics** - *Serving through integrity and respect*
 - **Strategic thinking** - *Innovating through Analysis and Ideas*
 - **Engagement** - *Mobilizing people, organizations, partners*
 - **Management excellence** - *Delivering through action management, people management, financial management*
- ⇒ **PUBLIC ADMINISTRATION AND POLICY**: organization administration; policy and initiatives coordination; leading projects; managing studies; conducting surveys and research.
- ⇒ **MANAGEMENT AND PROJECTS IMPLEMENTATION**, Audit and Control; Accounting; Marketing; Financial management; Human Resources; Management of Intangible and Tangible Assets
- ⇒ **OPERATIONAL AND STRATEGIC MANAGEMENT**: managing complex organization and their performance analysis

- ⇒ **ECONOMICS:** Analyses macroeconomics and microeconomics analysis; quantitative methods of database and modeling ;
- ⇒ **PROJECT MANAGER:** Multidisciplinary skills; Humanitarian experience; Developing countries concerns; Domestic and International Projects.
- ⇒ **EVALUATION, QUALITY AND PLANNING:** Forecast; Control; Programming; Designing; Dashboard and Performance models; Evaluation and Audit; Quality evaluation; Performance analysis; Strategic and operational planning
- ⇒ **RESEARCH:** Quantitative and Qualitative methods.
- ⇒ **SECURITY AND OTHERS:** Military knowledge; Multicultural backgrounds.
- ⇒ **MULTIDISCIPLINARY COMPUTER SKILLS AND SOFTWARE**
 - **Office application:** WORD, WORD-PERFECT, EXCEL, ACCESS, POWER POINT, etc.
 - **Research:** VENSIM, SABLE, AMOS, SAS, SPSS, SPAD, LISREL, PRELIS, ATLAS-TI, MLWIN
 - **Accounting and Finance:** ACCPAC, CCPS, CLAIM X
 - **Management:** MICROSOFT PROJECT
 - **Human Resources:** PEOPLE SOFT
 - **Administration tasks:** CFTPO

- **EDUCATION AND RELEVANT TRAINING**

- ⇒ 2008 Executive Education, *MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT)* (Cambridge, Massachusetts, USA).
- ⇒ **Conferences from de 2005 to 2007 :**
 - Strategy Management: Executive Overview (DND/Ottawa)
 - Knowledge Management (DND/Ottawa)
 - « Leadership en gestion » 6e Symposium annuel national du Réseau des gestionnaires du MDN (DND/Montréal)
 - Understanding the Human Dimension in 21st Century Conflict/Warfare: Setting the Stage with the Future Security Environment (DND/Ottawa)
 - 13 annual AF Conference (DND/Toronto)
 - The Performance Conference 2006 (ASMI/Chicago)
- ⇒ **Courses from 2005 to 2007 :** Canada School of Public Service (CSPS) and Department of National Defence :
 - Certificate in **THE ESSENTIALS OF MANAGING IN THE PUBLIC SERVICE**
 - **CERTIFICATE IN PUBLIC EXPENDITURE MANAGEMENT**
 - DND Orientation for New Civilian Employees
 - Canadian Forces 101 for Civilians
 - Certificate in Public Service Executive - **EX ORIENTATION**
 - **CERTIFICATE IN LEADING FOR RESULT**
 - Certificate in **PROJECT MANAGEMENT**
 - Certificate in **INTEGRATED HUMAN RESOURCES AND BUSINESS PLANNING**
- ⇒ 2004 UNIVERSITY OF MONTREAL (CANADA), **Ph.D.** in MANAGEMENT and ADMINISTRATION (option Public Health /Management of Health Services): **MANAGEMENT IN EVALUATION, IMPLEMENTATION AND PERFORMANCE.**
- ⇒ From 2002 to 2004: **MILITARY TRAINING with Canadian Forces**
 - **Certificate in PREVENTING SUICIDE** across Living Works model (From University of Calgary)
 - **Certificate in Resource Management Support**
 - **Certificate in Human Resources Management System**
 - **Certificate in Conflicts Resolution** CFB Halifax, Nova Scotia (CANADA)
 - **GUARD FORCES** for operation Apollo (**military security force regarding terrorist attacks**)
 - **Certificate in BASIC MILITARY TRAINING**, CFB BORDEN, Ontario (CANADA)
 - **Certificate in First Aid**
- ⇒ 1994 **Management for Public Organizations** at NATIONAL SCHOOL OF ADMINISTRATION, (Ivory Coast / France): a post master degree equivalent
- ⇒ 1991 **Master in Economics**, UNIVERSITY OF ABIDJAN (MSc)

- **WORK EXPERIENCE**

- ⇒ Currently: **CEO of VS EXPERTISE** specializing in Management, Evaluation, Audit, Planning implementation and Performance analysis in public and private organizations (See <http://www.vsexpertise.com>).
- ⇒ From 2005 to 2008 – **National Defence Headquarter – Ottawa Canada**
 - **Director Air Personnel Strategy 4 - Chief of Air Staff Ottawa**
 - **Director Force Planning and Program Coordination 9-2**
 - **Director Defence Strategy 4-4**

“ During the positions above, I acquired the following experiences:

Significant and recent experience in designing and implementing

Operational Planning protocols within the federal health sector.

Significant and recent experience in developing business cases within the federal health sector.

Significant and recent experience in business realignment studies and A-based reviews within the federal health sector.

Significant and recent experience in developing and implementing financial management policies, frameworks and processes.

Experience in the developing and implementing performance measures.

Demonstrated knowledge of emergency preparedness within the federal sector.

Significant line management experience within a federal government setting.

PMP training course manager

Significant experience in Project Management; Audit; Evaluation; Knowledge Management; Integrated Risk Management; Human Resources and Integrated Business Planning. ”

- ⇒ Member of Canadian Society of Evaluation (CANADA)
- ⇒ Member of System Dynamics Society (USA)
- ⇒ Member of Canadian Society of International Health
- ⇒ Member of International Society for Research in Healthcare Financial Management (USA)
- ⇒ Member of Performance Management Association (UNITED KINGDOM)
- ⇒ Member of International Lessons Learned network (CANADA, USA, UK, AUSTRALIA, NEW ZEALAND, GERMANY, FRANCE, SINGAPORE, MALAYSIA, NORWAY, SWEDEN, ETC.)
- ⇒ Member of **Canadian Forces** (National Defence Department of Canada): Member of Canadian Forces Naval Supplementary Reserve.
- ⇒ **Professional Certification** through CHE (Canadian College of Health Service Executives (CCHSE)), ACHE (American College of Healthcare Executives) and ADMA (Ordre des administrateurs agréés du Québec) in process. **Member of CCHSE** since 2005
- ⇒ 2003, **Teaching in Management and Economics** at Department of Anthropology, University of Montreal (CANADA): AINT 3861
- ⇒ 2003 **Teaching physical training course** Ville de Saint-Lambert (QUÉBEC, CANADA) in Evening
- ⇒ 2001 **Economic evaluation of AIDS MSF Program** in TETE province (MOZAMBIQUE)
- ⇒ 2001 Project manager at **Douglas Hospital** (Montreal)
- ⇒ **Reviewer for Research in Healthcare Financial Management** (RHFM/USA) since 2001
- ⇒ 2001 Health Services management in strategic planning **Sainte-Justine Hospital** (Hospital for children) MONTREAL, CANADA
- ⇒ 1997 Financial Management and Health system in developing countries **International Development Research Centre (IDRC)**, Ottawa (Canada)
- ⇒ 1995-1996 Project Manager for the **Department of Health and Social Affairs** Abidjan (CÔTE D'IVOIRE)
- ⇒ 1995 Improving health services management *Centre Hospitalier de Pau/Bordeaux (FRANCE)*
- ⇒ 1996 **TRAINING Officer in seminar on Public Finance** in several areas of IVORY COAST
- ⇒ 1993 1994 Specialization in management *Centre Hospitalier Régional de Korhogo (CHR) (IVORY COAST)*
- ⇒ 1988 Management of small firm: **Rural Area Cinema Béoumi** (IVORY COAST)

- **RESEARCH ACTIVITIES**

- ⇒ Currently, height article projects are in process :
 - Performance analysis in Public Service of Canada
 - Data management: National Defence of Canada
 - Retention Studies in Air Force National Defence of Canada
 - System Dynamics and Retention in Air Force Occupation
 - Integrated Management in Public service of Canada
 - Evaluation, Implementation and Financial performance of Health Organization
 - Strategic Management and Performance analysis
 - Implementation Evaluation of User Fees in Health System
- ⇒ 21st July 2008, presentation in Athens: Retention and System Dynamics approach (ATHENS, GREECE)
- ⇒ 2007 – 2008 **Supervision of Student** in Department of National Defence Canada Ottawa
- ⇒ June 2008 System Dynamics and Business decision making **MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT)**(Cambridge, Massachusetts, USA)
- ⇒ From 16th to 20th June 2008 4th International Lessons Learned Conference, Singapore
- ⇒ 20th – 21st May 2008 - the Defence S&T Symposium 2008: **Understanding the Human Dimension in the 21th Century Conflict/Warfare: The Complexities of the Human-with-Human Relationship**, Ottawa, CANADA
- ⇒ April 2008, community of practice and sharing knowledge **HAVARD MEDICAL SCHOOL** (Boston, Massachusetts, USA)
- ⇒ Science and Technology Symposium 2007. **Understanding the Human Dimension in 21st Century Conflict/Warfare: Setting the Stage with the Future Security Environment**, Ottawa, CANADA
- ⇒ September 2006 « **Strategy management : Executive overview** », Department of National Defence Canada (Ottawa)
- ⇒ October 2006 « **The performance conference** » ASMI, Crowne Plaza Metro, Chicago, Illinois, USA
- ⇒ November 2006 **Management and Leadership**, Delta Centre-ville, Montréal, Québec
- ⇒ 2005 Supervise Master thesis in **Leadership competencies and Strategic Management** (Ottawa, Canada)
- ⇒ From 28 to 30 September 2004: Canadian Forces Health System Conference about “**New Directions in Military Health Care: The Next 100 Years**”
- ⇒ Presentation at conference on **Research in Healthcare Financial Management (RHFm)**. Baltimore from 08 to 11 August 2001 (Maryland, USA) My study is on evaluation of hospitals financial performance.
- ⇒ Presentation at Workshop for “**INSTITUT CANADIEN**” optimize and implement measures of performance in health field. Montreal from 14 to 15 June 2001 (Quebec, Canada)
- ⇒ Presentation at Workshop for **ROCKEFELLER FOUNDATION**: conceptualizing research for development: theory, methodology and practice. Saint-Marc-Sur-Richelieu from 14 to 15 May 1999 (Quebec, Canada)
- ⇒ 2004 Ph.D. thesis: Evaluation, Performance and Implementation of cost recovery in health policy at **UNIVERSITY OF MONTREAL** (CANADA)
- ⇒ 1999 Comprehensive Examination: Validation of instrument: Medical Outcome Study in Quebec (at **UNIVERSITY OF MONTREAL**, CANADA)
- ⇒ 1998 Measurement Theory: Validation of instrument: Sickness Impact Profile (SIP, a Research protocol), **UNIVERSITY OF MONTREAL** (CANADA)
- ⇒ 1994 Thesis from NATIONAL SCHOOL OF ADMINISTRATION: **Health System Evaluation: Case of northern area of Côte d’Ivoire**
- ⇒ 1991 **DRAFT STUDY ON STOCK EXCHANGE OF MERCHANDISES**: Case of “CDPV (Cooperative for the Distribution of food crops), Abidjan
- ⇒ 1989-1991 Masters research projects at **UNIVERSITY OF ABIDJAN** consisted of the following:
 - **RURAL ECONOMICS**: Rural exodus and economical and social development in developing countries: Case of **IVORY COAST**
 - **MARKETING**: Perception of advertisement for Ivorian consumers
 - **STOCK MARKET AND BANK**: Stock exchange and profitability in property assets of enterprises: Case of Blohorn and Capral

- **SCHOLARSHIPS**

- ⇒ 2001: from « *Groupe de Recherche Interdisciplinaire en Santé (GRIS)* » Montreal, Canada

- ⇒ 2001 : from «*Public Health Department*» *University of Montreal, Canada*
- ⇒ 2001 : from «*la Faculté des Études Supérieure (FES)* », *University of Montreal, Canada*
- ⇒ 1996 : from «*Programme Canadien de Bourse de la Francophonie (PCBF)* », *Ottawa, Canada*
- ⇒ 1995 : from «*Fonds d'Aide à la Coopération (FAC)* », *Paris, France*
- ⇒ 1993 : from «*Ministère de la Fonction Publique* » *Abidjan, Côte D'Ivoire*
- ⇒ 1988 : from «*Direction de l'Orientation et des Bourses (DOB)* », *Abidjan, Côte d'Ivoire*

- **OTHER EXPERIENCES**

- ⇒ Media: appearance in movies and media events:
 - TV: Fortier episode 4, CANADA
 - TV CHANNEL VIE CHANNEL: Cooking competition, Montreal, CANADA
 - TV CANAL D: Dealing with sect in CANADA
 - CINEMA: Human Traffic, CANADA/USA
 - COMMUNICATION: Public service Human Resources Campaign photos for DND, OTTAWA, CANADA
- ⇒ 1997 - 1999 :Volunteering for «*Programme Canadien de Bourse de la Francophonie (PCBF)* » as God father for new comers in Canada, Ottawa, Canada
- ⇒ Volunteer as Coach replacement of the Military Team (5 GSS Montreal and St-Jean)
- ⇒ Volunteer for many social events in Montreal: Cycle World Championship, “Operation Nez-Rouge”, Military Health day 5 GSS
- ⇒ 1998, Media: Documentary movies production, Makoumba Production, Montreal, CANADA
- ⇒ Good knowledge at international economic relations
- ⇒ Autodidact in world conflicts and humanitarian problems
- ⇒ 1998-1999 Executive member of STUDENT ASSOCIATION IN PUBLIC HEALTH AT UNIVERSITY OF MONTREAL (AESPUM). It permitted me to provide external representation of «AESPUM»
- ⇒ 1995-1996 ADVISORY COMMITTEE TO THE PRESIDENT of social and cultural association called “*Union des Jeunes de Zougounefla*” (*Côte d'Ivoire*)
- ⇒ 1989-1990, Student representative in the meetings at faculty of economics of UNIVERSITY (Abidjan)
- ⇒ LEISURE AND SPORTS: Travel, cinema, basketball, athletics, reading, restaurant, music, driving, Kung-Fu (martial art), working in team
- ⇒ Travelled around the world: Africa, America, Asia and Europe. Then I possessed experience from developing and western countries.

- **LANGUAGES**

Languages: FRENCH, ENGLISH, GOURO, BAMBARA, BAOULE (last 3: African languages). I speak SPANISH GERMAN and PORTUGUESE at basic level but easy reading. Skills in easy learning languages,

References available upon request.