

Management Consultant. Master degree, Cornell University – New York State - USA

Areas of Expertise

Enriched by a **Franco-American** business education, PPG is a specialist in **Governance, Compliance and Human Resources Management**. After having occupied various positions, encompassing all facets of the **Administration/Finance/Human Resources** spectrum, as well as **Auditing**, in large International Private & Public Organisations, his most recent assignment has been **Technical Adviser to the Government of Seychelles**, reporting to the President and the Vice-President of the Republic of Seychelles

Over the years, he has also developed **Strategies and implemented Governance, Risk & Control, Human Resources Management schemes**, as well as **“Change Management” programs**, in many Organisations, in the **private and public sector**, in order to **promote Corporate Governance and Responsibility of International Companies & Organisations**; and thus in an **international and multicultural environment**.

MAJOR ACHIEVEMENTS

Governance, Ethics, Internal Control & Risk Management

In the framework of the Economic Reform Program, launched by the International Monetary Fund and the World Bank, I conducted the Assessment of the **largest Public Entities of the Seychelles Government**, thus enabling me to conclude and recommend Plans of Action, in order to improve the Governance & Management of the Structures/Organizations, including Plans to fight Corruption and Money Laundering.

Audit of the **Administration/Finance Cycles at ICPO-INTERPOL** and **Coach/Coordinator** of the implementation of recommendations concerning: organization, people, processes and procedures, and development of a Training program on Internal Control Policies & Procedures for Police Officers & Staff.

Hired to create and co-ordinate the strategic activities of **OECD Administration, Procurement and Contracts Management** for the Organization. I implemented a **Code of Ethics**, a **Procurement “bible”** & improved greatly the standardization of procurement methods, putting purchasing on a professional and ethical footing; as well as achieving **efficient but responsible, transparent and verifiable decentralization**

Actively participated to the creation of **Axa Corporate Solutions**, as **Director of Internal Audit**, in charge of Internal Audit & Control reviews, & also promoting anti- **Money-Laundering policies** for AXA C.S.

As a Corporate Officer of AXA C.S., I was also the Secretary of the Executive and Audit Committees.

At **AXA**, I was also the Liaison Officer, with **TRACFIN**, the French Agency, which is part of the **F.A.T.F. (GAFI)** intergovernmental scheme on combatting Money-Laundering, Terrorism Financing, Tax Evasion & Tax Fraud.

Being the first Finance hire, I joined the initial project team of **Euro Disney**, as **Assistant to the CFO**.

I thereafter became **Finance Controller** then **Internal Auditor**. My work included tasks in **Finance, Procurement, and Audit/Internal Control**. I developed the **Euro Disney Corporate S.O.P. Bible**.

During my directorship at **Concorde Hotels**, I implemented a new Uniform system of Accounts and changed the **management information systems**, i.e. accounting, reporting, financial planning, payroll & procurement.

As part of my **C.P.A. professional training**, I was also active in the Audit division of **Horwath & Horwath International**, working on the major L.T.I. companies' financial reports, doing **audit & due diligence reviews**.

I was responsible for the **Operational Control (S.O.P. & Internal Control)** of **Hilton International** European hotels and Participated to the **Feasibility studies of Hilton International** hotels' development projects.

Teaching, Training, Coaching & Human Resources Management

Associate Professor, at **Université de Paris-Dauphine** & **Visiting Professor** in Audit, HRM, Governance, Procurement, Geopolitics, Economy, at **Graduate Schools of Business & Universities in Europe & Asia**: IMHI, IESE, ESCP-Madrid, Bocconi, E.H.-Lausanne, Glions, Oxford, EDHEC, EM-Lyon, Nantes, Reims, HAAGA, Strathclyde, Salzburg, Heidelberg, Brighton, The Hague, Maastrich, Barcelona, Madrid, Savoie, Perpignan, VATEL-Mauritius, University of Donja Gorica - Montenegro

University of Yunnan & University of Huangshan (China): Classes of Geopolitics & World Business/Economy

At **Euro Disney**, I was the “decentralized” **H.R. Manager** of the Finance Division. I was also asked to create a new department dedicated to **Academic Relations** & the development of a **Disney College Program**. At **Houdinière & Morgan**, I was responsible for the creation of a division specialized in **Management Advisory Services** to the Leisure Time Industries, focusing on “**Head Hunting**” & Development matters.

Management of International Call for Tenders

Monitoring & Management of International Call for Tenders (due compliance of processes and procedures) for large projects: **Hilton, Société du Louvre, Euro Disney, AXA, OECD, I.C.P.O. - Interpol.**

Creation of Professional Networks

At **OECD**, I was the initiator of the **Network on Procurement in International Organizations (NPIO)**

The **NPIO** is composed of Heads of Procurement from major **International Organizations** (UN., WTO., NATO., FAO., ESA., WB., IMF., EBRD., ADB., European Development Banks, INTERPOL, E.U. Council, E.U. Parliament, E.U. Commission, Council of Europe, etc...), to develop common rules on Governance & Ethics

I developed, within **AXA C.S.**, a **Corporate Control Network**, comprising **Compliance Officers & Money Laundering Officers**, in charge of monitoring anti-corruption procedures & anti-money laundering procedures.

PROFESSIONAL CORPUS

2013 / →	Management Consultant, Visiting Professor and Lecturer
2009/2012	Government of Seychelles: Technical Adviser to the President & Government of Seychelles
2007/2008	I.C.P.O. –INTERPOL, Lyon : Expert-Consultant – Management Audit & Coaching
2001/2006	OECD, Paris: Head of Division, Administration, Procurement & Contracts Management Secretary of the OECD’s Contracts Committee
1994/2001	AXA Corporate Solutions, Paris: Director of Internal Audit & Management Controls “Counter-Money-Laundering Liaison Officer” with FATF & TracFin Member & Secretary of the Executive Committee
1993/1994	MCA Associés & R. J. FITZPATRICK Consulting: Consultant
1988/1993	The Walt Disney Co & Euro Disney, LosAngeles, Orlando & Paris Finance Controller, Deputy to the Chief Financial Officer (CFO) of Euro Disney
1984/1988	Hotels Concorde, Paris : Director, Audit and Financial Management Planning
1982/1984	Houdinière & Morgan, Monte Carlo & Berne: Senior Consultant
1980/1982	Horwath & Horwath International, Paris & Londres: Senior Auditor
1977/1980	Hilton Hotels, NYC., Paris, Brussels: Area Operations Analyst

EDUCATION

- June 1996 **Post Graduate degree, Ecole Nationale Supérieure des Assurances, Paris**
- June 1976 **Master of Professional Studies, Graduate School at Cornell University, Ithaca - USA**
- June 1974 **B.S. in Business Administration, Université René Descartes, Paris**

OTHERS

Member of **the Ivy-League Alumni, Cornell Alumni, Cornell Hotel Society & Cornell Club of France**

Languages: French, English, Spanish **I.T. skills:** use of the most common business softwares

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