



Our Professionals

■ **Richard M. Matte**, M. Ps, CRHA
Managing Partner

Graduated with a Master's Degree in Industrial Psychology and Health, Richard also pursued MBA studies. He worked as an executive search consultant and industrial psychologist for two renowned firms prior to founding MATTE Consulting Group in 1988.

Richard has successfully carried out numerous senior-level assignments in evaluation, selection, executive search, management coaching and transition. He has launched a performance optimization program using biofeedback for managers and professionals who want to increase their energy level and performance while decreasing stress.

Richard is Vice President of the *Association des professionnels en santé du travail (APST)*. He is a member of the *Ordre des psychologues du Québec* and the *Ordre des conseillers en ressources humaines agréés*.

■ **Michel St Louis**, M. Adm., CRHA
Partner

Michel holds a Bachelor's Degree in Education and a Master's Degree in Administration. As a human resources professional, Michel has acquired a diversified background in management, consulting, and teaching positions in the public and private sectors.

Michel acts as a coach to senior managers and high potential talent in various sectors that range from multinationals to small businesses and start ups. He also possesses expertise in career transition.

Michel is a member of the *Ordre des conseillers en ressources humaines agréés*.

■ **John Zukauskas**, B. Comm., CRHA, SHRM
Principal-Executive Search

Graduated with a Bachelor in Commerce, John has acquired industry experience in various human resource functions, including ten years as Vice President. He has been working in consulting and recruitment since 1998. Previous industry experience has been with Goodyear, Kraft, C.N. Rail, and Nordic-MMD (today Sanofi-Aventis).

His strengths and expertise are in aligning and linking a company's changing strategic and business needs to the management of its human resources through: strategic human resource planning, organizational development and effectiveness, rewards and recognition, and employee relations.

John is a member of the *Ordre des conseillers en ressources humaines agréés* and the Society for Human Resource Management.

■ **Mia van Otterdijk**, Eng.
Professional Coach and Principal Consultant
Performance Optimization

Mia holds a Bachelor's Degree in Engineering. She worked a number of years in engineering with multinational companies where she managed and acted as coach of multidisciplinary teams. She studied coaching in well-renowned schools in Toronto, Vancouver and Montreal and pursues her development in order to provide the most advanced and effective coaching methods.



Specialized in biofeedback, Mia provides coaching to managers and professionals from different sectors. She helps them to enhance their effectiveness in terms of interpersonal relationships, which allows them to be better leaders for their organization.

Mia is a member of the *Ordre des ingénieurs du Québec* and the *Regroupement des Intervenants et Thérapeutes en Médecine Alternative*. She is also certified *Formatrice Agréée* by the Government of Quebec.

- **Gilles Beaulieu, Ph. D.**
Director, R&D and Training
Performance Optimization

Gilles holds a Doctorate in Psychology. He has acquired over fifteen years of professional practice experience in psychology, including more than ten years as a psychologist. He has also worked in the employee assistance sector.

He has written several scientific papers, given presentations and training sessions on psychophysiological evaluation and biofeedback, and has teaching experience.

Gilles is a member of the *Ordre des psychologues du Québec*.

- **Guy Jacob, B. A.**
Principal Consultant

Graduated in Psychosociology, with a major in Human Resources, Guy is also a Corporate Trainer. He possesses over twenty years of experience in consulting where he has developed a strong background in career management and development, retirement planning and executive search.

Throughout his career, Guy has guided many managers in their professional careers through the development of their competencies and management skills.

- **France St-Vincent, M. Ps., CRHA**
Industrial Psychologist

France holds a Master's Degree in Industrial Psychology and possesses over twenty years of experience. She has worked as a Consultant and Director of human resources in various growth organizations, and has directed mass recruitment campaigns.

In the last eight years, she has consulted in assessing the management potential of candidates in the selection process, in coaching and in career development.

France is a member of the *Ordre des psychologues du Québec*.

Our Administrative Team

- **Isabel Brunelle**
Accounting and Finance
- **Francine Foucreault**
Administration
- **Joanne Lafrance**
Communications
- **Luce Therrien**
Consulting Services