



Frédérique Thiriet-Smith is a French national who has lived in Germany since 1999. Having worked in international companies for over 25 years, she has successfully led multicultural teams with various reporting structures: standard, virtual and distributed – and combinations of these.

After attaining her degree in Computing Sciences in Paris, she took her first job as system analyst in the Economic studies department of the Credit Agricole bank. Then as IT project manager, she moved first to the subsidiary responsible for the leasing activities and then to a food producing company.

Early in her professional life, as IT project manager across diverse industries, she realized that the key element for a successful project is the people involved – both the development team and the business users. So while making sure that projects complied with the business requirements, she poured her energy into mentoring the team members, developing team spirit, fostering and stimulating communication with all the departments involved, thereby ensuring business users' confidence in new ways of working. One of her first challenges was to understand the different languages of people from such varied backgrounds as executives, managers, sales persons, statisticians, business analysts, system analysts, computer operators and administrative staff. It was quite another challenge to get them to work together!

As her interest in people development and knowledge exchange on a worldwide scale continued to grow into true passions, she decided to specialize in adult education. [After working for a time as an independent training consultant in France, she moved to Germany, where she joined the international headquarters of SAS, a software company, to manage Education programs for Customers and Consultants].

What drives her is a love of facilitating change and communication while focusing on the human aspects

On the professional side as well as the private, she has experienced such life changes as reorganisation, downsizing, and moving to a foreign country. Now she has attained the "serenity of uncertainty" and is convinced that open-mindedness and creativity are the secret to this state. Communicating daily with people from different cultures, raising a tri-cultural daughter, surrounding herself with friends and relatives in and from diverse countries – these are the things that continually challenge her to view the world from different perspectives and to question the "truth" of right or wrong behaviours.

Initially as a way to improve her German, she took part in theatre classes. She enjoyed them so thoroughly that she worked to adapt Improvisation Theatre for use in personal development, team building, creativity and communication skills development. She is especially delighted when she can fully apply her creativity in uniting Theater and people development for her clients.

As freelance Consultant-Trainer in Human Resource development, working with a network of talented consultants and trainers from various expertises, she guides her clients in developing the competencies that will make them successful in an international context.

Frédérique Thiriet-Smith
Burgstrasse 22
D-69121 Heidelberg

Tel +49 6221 654600 fts@fts-training-consulting.com
Mobile +49 162 9170468 www.fts-training-consulting.com