



75 QUAI D'ORSAY
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Paris, June 25th, 2018

To whom it may concern,

The GM&T WBU leadership team conducted a "Leadership Team Organizational Future by Design" session animated by Legacy.

The WBU had been created a few months before and had gone through a tough 2017 closing without having the possibility to take the time to create a team dynamic and without having a shared vision for the WBU's future. As a consequence the dynamics among the leadership team were of tension and sometimes of mistrust.

The two 3-day sessions allowed to create a true team spirit based on trust and integrity and allowed to define and commonly agree and own a common vision for the years to come that was challenging, credible and inspiring.

Timing was good as it translated, in the immediate following weeks, into a true bottom-up strategic plan build up that matched the aggressive top down frame that existed.

The members of the leadership team, as well as myself, appreciated the animation by Legacy and especially noted the very good results it brought in terms of team interaction.

With best regards,

Vice President, Global Markets and Technologies