



COMMUNIQUÉ DE PRESSE

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FABERNOVEL INSTITUTE acquires YUMAN to develop experiential consulting

By acquiring YUMAN, FABERNOVEL enhances its capacity to develop transformation programs for large organizations.

Specializing in fostering the digital, collaborative and entrepreneurial culture in large companies, FABERNOVEL INSTITUTE, a FABERNOVEL company, has acquired YUMAN, a consulting firm that specializes in managing change, accelerating transformation and developing agility. Since its creation in 2009, YUMAN has assisted 33,000 employees in over 50 companies.

Key points:

Once the acquisition is complete:

- The entire Yuman team will have join FABERNOVEL INSTITUTE.
- FABERNOVEL will boost its presence in the organizational transformation consulting market.

New economy, new playing rules

The third industrial revolution is driving companies to rise to new challenges: leveraging new economic, technological and cultural models that employees need to master. Training, the development of transformation programs, and change management—all tools designed to serve the large organizations that seek to leverage them—must also adapt to these new practices where collaborative and collective approaches are prevailing over traditional “top-down” approaches to knowledge transfer. Challenging reasoning, defining a clear vision, transforming company culture and operating methods, these are some of YUMAN’s missions, which simultaneously deal with the “hard” aspects of system, governance, and organization, and the “soft” aspects of culture and practices.

Developing experiential consulting

This strategic expertise will enhance FABERNOVEL INSTITUTE's scope of action. It will help create a broader offering in terms of transformation assistance for companies, hinged on common convictions: asserting the power of experiential consulting based on co-construction and “doing together”, as opposed to traditional closed-door consulting, and the obligation to obtain not only the buy-in of the company leaders, but also scaling to involve all employees.

Stéphane Distinguin, CEO at Fabernovel:

“Over the past 10 years, the management committees of large organizations have shown an interest in digital solutions in the successive phases of inspiration, openness, and action. They have also widely begun digitizing their infrastructure. Their next challenge, undoubtedly the most perilous, will be the cultural alignment of the teams. By acquiring YUMAN, we have enhanced our talent base in order to assist companies and their employees with this new challenge”.





Antonin Torikian, CEO at FABERNOVEL INSTITUTE

"We are convinced that developing agility is a key issue faced by organizations in the new economy. With YUMAN, we have pooled our cultures—human and digital—to create more impact, more meaning and more value for our clients. Talking, coming together, and creating connections among employees, all these are crucial tools for successful transformation."

Yves-Henri Robillard, CEO at YUMAN

*"Today, most transformations fail because the target was designed with the same "think-say-do" approach as the one that created today's problems. Instead of changing, they more or less do the same thing. The challenge lies in the "**alternate**." Our job is therefore to challenge the current culture, system and behaviors in order to allow changes in leadership, management, organization, governance, individual and collective stances needed by companies to enter fully into the 21st century."*



About YUMAN:

Based in Paris, Yuman is a unique consulting firm that bases its approach on collective intelligence and collaborative practices.

Since its creation in 2009, YUMAN has assisted 33,000 employees in France and internationally in over 50 companies such as SANOFI General Medicines, MACIF and VFLI, a subsidiary of SNCF.

About FABERNOVEL INSTITUTE:

FABERNOVEL INSTITUTE fosters digital and entrepreneurial cultures among managers and staff based in large companies. Its aim is to help individuals take on change, making them agents of transformation within their profession and organization. Its services include designing and implementing schemes around professional upskilling, entrepreneurialism and mentoring, as well as organizing learning expeditions and digital academies.

FABERNOVEL INSTITUTE is a company of the FABERNOVEL Group.

About FABERNOVEL:

Founded in 2003 by Stéphane Distinguin, FABERNOVEL is a full-stack consulting and creation group for digital products and services that has been working for 15 years with major international groups, including more than $\frac{3}{4}$ of the French CAC 40 in their cultural and digital transformation and innovation trajectory. FABERNOVEL currently gathers 450 employees on 3 continents (US, Europe and Asia). Its Designers, Engineers, Developers, Data Scientists and Analysts all enact their values and solutions to develop their clients' business and offer users, customers and collaborators simple, high-tech and engaging experiences that respect their personal data. FABERNOVEL also creates and supports start-ups such as Digitick, KissKissBankBank, Bureaux à Partager and, more recently, Urban Campus. In a world that is changing ever-faster and a "winner takes all" attitude is the default setting, FABERNOVEL's mission is simple: distribute the future in the most open and equitable way.

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