



French

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Gros Cassis, Rivière-Noire, Mauritius

KEY QUALIFICATIONS

Leadership Development & Talent Growth
Strategic Coaching & Organizational
Transformation
Communication & Influence
Work-Life Balance & Well-being Strategies
Diversity, Equity & Inclusion (DEI)
Cross-Sector Collaboration & Partnerships

OTHER SKILLS

Creative Problem Solving
Inclusive Collaboration
Strong written and oral communication skills
Diplomatic acumen, adept at facilitating multi-
stakeholder discussions and conflict resolution
Cross-Cultural Communication

EDUCATION

CERTIFICATED COACH, 2021
(FEDERATION FORMATION)

PROFESSIONAL BANKING SPECIALIZATION,
2010 (CFPB TOULOUSE)
Taxation, banking law, financial analysis,
business models.

MASTER 2 CONTRACTS & RESPONSIBILITIES
OF PROFESSIONALS, 2006 (TOULOUSE 1
UNIVERSITY)
Specialization in law: private, contracts,
business, tax, international, European contract.

PROFESSIONAL MANAGEMENT OF
ASSOCIATION, 2005 (TOULOUSE 1 UNIVERSITY)
Creation, management & organisation of
associations

LANGUAGES

French
English
Mauritian Creole

MILÈNE HÉRENT

Consultant | Coach | Mentor

ABOUT ME

Passionate about talent development, organizational transformation, and social inclusion, I support individuals and businesses in their growth by creating environments that foster innovation and progress.

Specializing in coaching and project management, I focus on strengthening leadership skills, providing strategic guidance for talent development, and implementing solutions that enhance motivation and team engagement. My approach is based on a deep understanding of internal organizational dynamics and the application of proven methodologies to structure sustainable development pathways.

With extensive experience in incubators and entrepreneurial ecosystems, I have guided professionals and leaders in defining their goals, managing change, and optimizing their communication and decision-making skills.

My commitment is to facilitate successful transitions, strengthen individual and collective resilience, and ensure that every talent can thrive while effectively contributing to their organization's strategic objectives.

WORK EXPERIENCE - SUMMARY

- Present (Since Jan 2024) - Stone Soup Consulting
Consultant - Impact Social
Worldwide - Remote
- Present (Since Nov 2023) - La Plage Factory Incubator (tech for good)
Mentor
Mauritius
- Present (Since Jan 2017) - Tandem Consulting
Consultant, Coach & project manager
Mauritius/Madagascar/Kenya/France
- Present (Since Janv 2014) - Les Anges du Soleil NGO
Project support, Teacher & Coach
Mauritius
- June 2022 - Fev 2023 - Landell Mills/Européan Union
Financial Expert - Gender Gap Study
Mauritius
- April 2014 - Nov 2016 - Trimetys
Project Director Smart City - Cap Tamarin
Mauritius
- 2012-2014 - Le pont du Tamarinier (NGO)
Project Support & craft teacher
Mauritius
- Avril 2006 - Nov 2012 - Banque Populaire Occitane
Permanet Control Expert & Anti Money Landering
France

EXPERIENCES

CURRENTLY - Stone Soup Consulting (Since January 2024)

CONSULTANT - SOCIAL IMPACT

- Social impact measurement & evaluation
- Social Business models & plans
- Project & organisation selection processes
- Sustainability Strategy
- Skills enhancement (coaching, mentoring, training)

CURRENTLY - La Plage Factory - Tech for Good Incubator (Since November 2023)

MENTOR

- Strategic support for startups focused on tech-based social solutions.
- Facilitated partnerships and connected startups with investors and industry experts.
- Personalized follow-up with project leaders to maximize their impact.

CURRENTLY - Tandem Consulting Mauritius (Since 2017)

COACH & STRATEGIC SUPPORT

Provided customized support and coaching, focusing on:

- Enhancing leadership capabilities and refining project management expertise to drive sustainable growth.
- Empowering social entrepreneurs to transform innovative ideas into practical, impactful solutions through hands-on training and mentorship.
- Establishing strategic partnerships and creating synergies with local stakeholders to maximize social impact and community engagement.
- Offering tailored guidance during the incubation phase, ensuring projects are effectively structured and optimized for successful execution and scalability.

CURRENTLY - Les Anges du Soleil (NGO) (Since 2014)

PROJECT SUPPORT, TEACHER & COACH

- Created social projects related to the NGO's core activity: integration of minorities and vulnerable people through education, Increased collaboration and joint projects & enhanced stakeholder engagement.
- Coaching and training tailored to the beneficiaries.
- Attendance at Management Committee meetings to help with strategy and fundraising.

2022 - Landell Mills - European Union (6 month consultancy assignment)

CONSULTANT FINANCIAL EXPERT - BRIDGING THE GENDER GAP IN THE FINANCIAL & INVESTMENT SECTOR IN MAURITIUS

- Conducted on-the-ground research on gender disparity in the financial sector.
- Analyzed the existing framework and identified hindrances to gender parity.
- Developed recommendations and policy briefs.
- Developed short-, medium- and long-term plans to allow sustainable improvement including of cultural issues that may affect this economic issue, with the ultimate aim being total gender parity.

2014-2016 - Trimetys Lté

SMART CITY PROJECT MANAGER

- Coordinated the Smart City project, involving residential units (1,200units), education hub, offices (15,000m2), medical facilities, sport facilities, public park, pedestrian cycle path, and renewable energy production.
- Formulated and monitored strategic planning.
- Formulated and implemented the development program.
- Formulated and managed budgets.
- Implemented result bases management of a diverse team (Internal team: 10 members, External expert: 25) members.
- Reported to board of directors.

2012-2014 - Le pont du Tamarinier (NGO)

PROJECT SUPPORT & CRAFT TEACHER

- Supported the establishment of an NGO umbrella organization.
- Coordinated regional projects, including the creation of social housing and shower/toilet facilities for 20 families.
- Supported joint project:
 - Increased communication & collaboration between NGO of the Region,
 - Increased stakeholder engagement.

2006-2012: Banque Populaire Occitane

PERMANENT CONTROL EXPERT / ANTI-MONEY LAUNDERING

- Analyzed and monitored regulations, implementing internal control procedures.
- Detected and mitigated the risk of money laundering and terrorist financing.