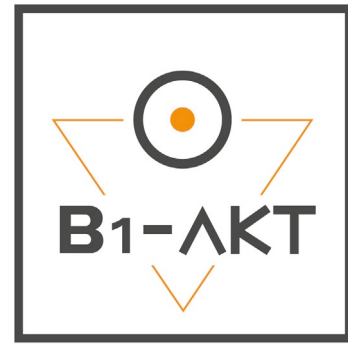




B1-AKT/ IMPACT REPORT

IMPACT REPORT **2021-2026**

FROM PURPOSE TO IMPACT

PEOPLE • PURPOSE • TRANSFORMATION • A SUSTAINABLE TOMORROW •

WWW.B1-AKT.

SUMMARY



WELCOME TO OUR IMPACT REPORT	4
ABOUT US	5
VALUES AND FOUNDERS	6
YANNICK LE GUERN	7
LAURA PETRACHE	8
HOW B1-AKT CREATES IMPACT	9
SMART IMPACT AT A GLANCE	10
IMPACT PILLAR 1 - PEOPLE	12
ADVANCING WOMENT IN TECH LEADERSHIP	13
LEADERSHIP WITH PURPOSE	14
LEADERSHIP WITHOUT LIMITS	15
HIGH-POTENTIAL LEADERSHIP LAB	16
IMPACT 2 PILLAR - ORGANIZATIONS	18
LEADING TRANSFORMATION WITH PURPOSE	19
ALIGNING STRATEGY, PROJECTS, AND GLOBAL PERFORMANCE	20
STRENGTHENING PROJECT MANAGEMENT & LEADERSHIP	21
FROM MANAGEMENT TO SUSTAINABLE PERFORMANCE	22
VALUES INTO ACTION AND THE PURPOSE COMPANY	23
A SUSTAINABLE ORGANISATION CO-CREATION	24
IMPACT PILLAR 3 INNOVATION	26
NEURODIVERSITY AS ORGANIZATIONAL INTELLIGENCE	27
NEURODIVERSITY AS SUSTAINABLE HEALTHCARE INNOVATION	28

THE SENSITIVE/PURPOSE ORGANIZATION	29
IMPACT PILLAR 4 RESEARCH AND THOUGHT LEADERSHIP	31
INNOVATIONG FOR IMPACT.....	32
TRANSPERSONAL LEADERSHIP	33
THE COLLBORATIVE INTELLIGENCE AND THE CPS METHOD	34
THE VOICES OF MEANING.....	35
AT THE DAWN OF HUMANITY	36
MIGRATION, EQUALITY AND RACISM.....	37
IMPACT PILLAR 5 SOCIETY AND GLOBAL IMPACT	39
ENTREPRENEURSHIP AS A FORCE FOR BETTERNESS.....	40
ENTREPRENEURSHIP AS A PATHWAY TO INCLUSION.....	41
DISABILITY AS A DRIVER OF INNOVATION	42
PUTTING VALUES AT THE HEART OF CHANGE	43
WE ARE ONE HEROS BEHIND THE MASK.....	44
IMPACT PILLAR 6 EDUCATION AND KNOWLEDGE TRANSFER.....	46
DEVELOPING LEADERS FOR COMPLEXITY.....	47
BUILDING MANAGEMENT & PROJECT CAPABILITIES AT SCALE	48
QUALIOPI ASSURANCE.....	49
DEVELOPING A NEW GENERATION OF SUSTAINABLE LEADERS.....	50
VOICES OF IMPACT	51
CONCLUSION FROM IMPACT TO BETTERNESS	53
WHAT WE HAVE LEARNED	54
LOOKING FORWARD.....	55
ACKNOWLEDGEMENTS.....	56
EXPLORE B1-AKT	58



WELCOME TO OUR IMPACT REPORT

A NEW CHAPTER: STRATEGY, LEADERSHIP, INNOVATION AND HUMAN TRANSFORMATION

Welcome to the **B1-AKT Impact Report**. This report brings together and describes the many **positive changes** that we bring about for the **people, enterprises, and communities** that we touched in France and overseas.

We recognize that to be a **sustainable** enterprise we must also be an effective one, continuing to create social value for our many stakeholders and adequately communicating this value to all.

B1-AKT already gathers a range of **qualitative and quantitative performance** information. This includes internal monitoring data as well as external evaluation evidence. This ensures that the progress of each project, service, and programs can be systematically tracked and that performance can be routinely reported to our stakeholders using agreed Key Performance Indicators (KPIs).

We also recognize the importance of having outcomes **focus**; articulating clearly the changes that we seek to bring about and then counting what really matters in this respect. This is the essence of our growing interest in the field of **social impact measurement**. In recent years we have diversified our activities and our services. This report describes the ways that we **brought about change** and uses relevant evidence to illustrate our **main achievements**.

The report is intended for our **staff teams, local and international partners, and numerous other stakeholders** who share an interest in our work. We hope that you enjoy reading the report and that it adequately conveys the **incredible contribution** that everyone at the **B1-AKT** made towards achieving our **sustainable impact**.

A longer view of impact.

B1-AKT published the previous Impact Report covering **2020-2021**, capturing a period marked by profound societal disruption and an intensified commitment to human solidarity, collective action and positive transformation.

Rather than approaching impact reporting as an annual communication exercise, we chose to allow time for our initiatives, partnerships and methodologies to **develop, mature and generate evidence over a longer period**.

This Impact Report therefore looks across **2021-2026**, providing a multi-year perspective on how B1-AKT's work has evolved across leadership, organizational transformation, innovation, research, education and societal action. The report does not seek to account for every activity undertaken during the period. It brings together **selected documented evidence, outcomes and representative cases** to understand where B1-AKT has contributed to meaningful change — and what we have learned along the way. **IMPACT TAKES TIME. SO DOES UNDERSTANDING IT.**¹

¹ Rooted in France and connected to both the French and international ecosystems, we have chosen to publish this Impact Report in English to reflect the diversity of the communities, partners, and stakeholders we work with.

ABOUT US



TURNING COMPLEXITY INTO SUSTAINABLE PERFORMANCE

B1-AKT is an international advisory, training and innovation organization helping leaders and organizations **navigate complexity, transform operating models and create sustainable human and organizational performance.**

For more than 20 years, B1-AKT has worked at the intersection of **strategy, leadership, organizational transformation, sustainability and societal impact.** Our transnational network brings together 50+ experts across four continents, combining strategic thinking with the ability to translate complex challenges into **actionable, scalable, and human-centered solutions.**

We partner with companies, institutions, and leaders to strengthen the capabilities that determine long-term performance: **leadership, people, culture, management systems, organizational practices and collective intelligence.**

Our approach combines humanistic leadership, purpose strategy and societal impact to help organizations move from ambition to measurable transformation. **We are bridge-makers and solutions architects.** We connect disciplines, cultures, stakeholders, and perspectives to transform complexity into coordinated action and sustainable value.

Our work is international by nature and human-centered by conviction: **Purpose drives our strategy. Impact drives our work. We do not simply advise organizations on change. We build the leadership, management and organizational capabilities required to make change sustainable.** ²

***“We are inspiring leaders working to create transformational change.
Our work is diverse. Our approach is transnational. Our goals are unique.
But we stand united in our purpose: build a brighter and sustainable future.”***

² **Discover our vision here:** <https://b1-akt.com/FR/wp-content/uploads/2019/08/B1-AKT-Leading-sustainable-strategies-and-paragon-communication.pdf>

VALUES AND FOUNDERS



OUR COMMITMENTS

B1-AKT reports active contribution to 9 of the 17 SDGs: **1, 3, 4, 5, 7, 8, 9, 10 and 12.**

What defines us:

- **International** by nature –bridge makers.
- **Powerful knowledge** -strategists, innovators, researchers, and practitioners mastering complexity.
- **Solutions architects**–Turning challenges into actionable, scalable, human-centered and sustainable solutions.
- **Trusted partners**–Delivering reliable, agile, and high-performance support.

Backbone: Rooted in societal entrepreneurship, global citizenship, intercultural dialogue, and transnational cooperation.

We empower global organizations to **lead with purpose and impact.**

We partner with companies, public institutions, and global sustainable leaders to design sustainable strategies and transformative ecosystems that accelerate measurable impact. We elevate leadership, culture and organizational capabilities —enabling teams to operate at their highest potential.

Across sectors and continents, we co-create innovative, SDG-aligned solutions that deliver tangible, **long-lasting change.**³

#WEAREONE



³ **Discover our chart here:** <https://b1-akt.com/FR/diversity-sustainability-chart/>



#WEAREONE
YANNICK LE GUERN



Innovative Entrepreneur. Global Shaper. Deep Thinker. Strategic Mind. “As a person who thrives in high-pressure and fast-paced situations, I strive for positive results through the application of co-evolutionary leadership and humanistic management abilities”. YLG

Key Words: Wise Leader // Sustainable Strategist // Complexity Expert // Public Policy Implementation // Lecturer // Innovator // Researcher // High Political Adviser // Change Maker // Internationally experienced // Network aggregator // Golden Brain

Yannick is an internationally experienced strategist, trusted advisor and transformation leader whose work connects **strategy, execution and human dynamics** in complex organizational environments.

He holds a **PhD in Strategic Management and Organizational Sociology from Université Paris-Dauphine (Paris IX)**. His career spans strategic management, organizational transformation, public-policy implementation, entrepreneurship, research, education and executive advisory. He began his career in the public sphere as a senior technical adviser during the **Jospin Government**, developing experience at the intersection of public policy, strategy and implementation. Already committed to responsible and sustainable models of entrepreneurship, Yannick subsequently led the **Business Incubator of the Paris Chamber of Commerce and Industry**. His academic and entrepreneurship activities have also included affiliations with **HEC Paris and ESCP Business School**, alongside his work as a professor and researcher. He currently lectures at **Centrale Supélec** on subjects including entrepreneurship, complex project steering, public-policy implementation, leadership and strategic management.

Over more than two decades, Yannick has developed a particular focus on **complex transformation, PMO environments, sustainable leadership and organizational performance**. His approach connects strategic ambition with the mechanisms required to make transformation happen **governance, leadership, project execution, organizational culture, management practices and collective dynamics**.

He works with organizations, leaders and teams to navigate complexity, align stakeholders and translate strategic vision into coordinated and sustainable action. Within **B1. Mind the Difference**, Yannick brings expertise in **strategy, complex transformation, PMO, leadership and organizational performance**, connecting neuroinclusive ambition with the realities of organizational execution. His contribution helps organizations translate human and cognitive diversity into actionable management and transformation frameworks — connecting **leadership, governance, management capability, project execution and sustainable performance**.

Yannick is committed to co-creating **high-performing, collaborative and human-centered organizations** in which leaders and teams can navigate complexity, mobilize collective intelligence and transform strategic ambition into sustainable results.

Yannick's work has progressively focused on developing strategies for sustainable leadership capable of addressing both organizational performance and wider human and societal challenges. He has contributed to international initiatives and networks dedicated to sustainable change and continues to combine consulting, research, teaching and thought leadership. He is the author of ***At the Dawn of Humanity – Enterprise a Better World***, published by **L'Harmattan, Paris, in 2021**.



Visionary entrepreneur. Global Sustainable Leader. Change Maker. Innovative Mind.

Laura Petrache, Founder at B1-AKT Leading Sustainable Strategies & Paragon Communication and Migrant Integration Lab. Laura holds a "Literature and Languages" PHD and a "Digital Transformation and Business development" MBA. "I possess strong aptitude for optimizing performance and I am able to visualize success and identify innovative and effective strategies for achieving it." LPG

Key Words: **Paragon Communication Leading Expert // Motto design // Design Thinking // Innovation // Intercultural Expert // Capacity Building // Sustainable Strategies of Communication // Internationally experienced // Network aggregator // Inspirator // Mentor // Storyteller // Out of the box Brain**

Laura is an internationally experienced expert in **organizational culture and performance, change management, team effectiveness, strategic communication and leadership**. For more than 20 years, she has led communication and transformation initiatives across sectors, helping leaders communicate, motivate and influence more effectively. Her work focuses on the human dimensions of transformation: how culture, communication, identity, cognitive diversity and leadership practices shape the capacity of organizations to **adapt and perform sustainably**.

Within **B1. Mind the Difference**, Laura brings her expertise in **leadership transformation, communication, intercultural dynamics and cognitive diversity** to help organizations develop more inclusive, adaptive and human-centered ways of working. She contributes to the design of management and communication approaches that recognize different ways of thinking, strengthen cooperation and enable individuals and teams to contribute at their best.

Having worked within large corporate environments, Laura understands that sustainable performance depends not only on strategy and systems, but also on the capacity of people to feel engaged, understood and empowered to reach their potential. She develops innovative approaches to communication, leadership and engagement that help organizations translate human diversity into organizational value.

Her professional and personal background is deeply international and intercultural. She has also been involved in public and political environments, supporting and advising political figures and contributing to complex stakeholder and communication contexts. Laura works across **management, language and cultural boundaries**, with the conviction that effective communication requires the ability to understand not only what people say, but also the cultural and human realities that shape how they think, interact and act.

Her approach is fundamentally transnational, translingual and transcultural, with a strong commitment to sustainable futures, democratic values and human development.

As an intercultural mediator, mentor and change maker, Laura is committed to empowering individuals and communities, strengthening social cohesion and helping future generations believe in their capacity to shape positive change. As a Fellow of the Change Makers Alliance and a builder of sustainable communities, she promotes **humanity, cohesion, inclusion and gender equality** as essential foundations for sustainable transformation.

HOW B1-AKT CREATES IMPACT



THE IMPACT PATHWAY

B1-AKT's public work shows a recurring pathway: diagnose complex situations, align stakeholders around purpose and values, develop managerial capability, create spaces for **collective intelligence**, then translate learning into projects and transformation. This pathway appears across its work with public institutions, industry, healthcare, entrepreneurship, and research networks.

Impact is assessed throughout this report through **six interconnected pillars: People; Organizations; Innovation; Research & Thought Leadership; Society & Global Impact; and Education & Knowledge Transfer**. Together, they reflect the different ways B1-AKT creates and contributes to human, organizational and societal transformation.



LEADING
SUSTAINABLE STRATEGIES
& PARAGON COMMUNICATION

Our Foundation:

Humanistic leadership for a sustainable and inclusive world



PEOPLE |
ORGANIZATIONS |
SOCIETY |
A MORE SUSTAINABLE TOMORROW

Our Impact

From ideas to action. For people, organisations and a better world.

People Awakening leaders - Develop self-aware, responsible and inclusive leaders - Strengthen leadership capabilities for complex and changing environments - Promote diversity, well-being and meaningful careers	Organizations Transforming systems - Support organisational transformation and cultural change - Develop management and project management capabilities - Align performance with purpose, people and planetary responsibility
Innovation Designing responsible futures - Co-create innovative solutions for social and environmental challenges - Bridge technology, human values and sustainability - Foster ecosystems that enable positive and long-term impact	Research & Thought Leadership Creating ideas that move the world - Advance new thinking on leadership, organisation and society - Share insights at the intersection of research, practice and impact - Inspire dialogue and action across sectors and cultures
Society Building a better world - Contribute to inclusive and equitable societies - Support youth, entrepreneurship and community initiatives - Champion mental health, neurodiversity and equal opportunity - Act for the SDGs and a more sustainable future	Education & Knowledge Transfer Turning knowledge into capabilities - Design and deliver high-quality training and learning experiences - Transfer knowledge into practical skills and tools - Collaborate with academic and professional institutions - Empower individuals and organisations to act differently

INVENT INSPIRE INTEGRATE & GUIDE RENEWAL

B1-AKT.COM

SMART IMPACT AT A GLANCE

WHAT WE MEAN BY SMART IMPACT

At B1-AKT, **SMART impact is impact designed with purpose and translated into meaningful, observable change.** It connects human development with organizational performance and wider societal value, looking beyond activity to understand what becomes stronger, different or possible as a result of our work.

SMART impact combines **measurable outcomes with qualitative transformation**: capabilities developed, behaviors changed, organizations strengthened, ideas translated into action, partnerships created and positive contributions made to communities and society. It reflects our conviction that **sustainable impact begins with people**, grows through collective intelligence and collaboration, and gains meaning when it contributes to a more inclusive and sustainable future.

- **SUSTAINABLE** — creating value that extends beyond immediate results.
- **MEANINGFUL** — connecting action with purpose and human needs.
- **ACTIONABLE** — translating ideas and knowledge into concrete change.
- **RESPONSIBLE** — considering people, organizations, society, and wider stakeholders.
- **TRANSFORMATIVE** — building capabilities and conditions for lasting change.

From 2021 to 2026, B1-AKT expanded its impact across leadership development, organizational transformation, innovation, research, education, and societal action.

According to documented management programs of B1-AKT, in 2022 and 2025 alone, **846 people were trained** through 75 inter- and intra-company programs, with 2025 results reaching **100% recommendation, 100% perceived usefulness, 100% skills acquisition and 98.7% overall satisfaction**. In 2024, B1-AKT delivered **58 workshops and training sessions worldwide**, trained **285 sustainable leaders**, completed **18 organizational transformation projects**, advanced **12 innovative concepts and developed 7 new partnerships with mission-driven organizations**.

B1-AKT's initiatives have addressed **migration and inclusion, disability, gender equality, anti-racism, global citizenship, social cohesion, and societal entrepreneurship** — including initiatives designed to support social and civic innovation across five continents.

Across its wider work, B1-AKT contributes to **9 of the 17 UN Sustainable Development Goals**, connecting leadership and organizational transformation with a broader ambition for **inclusive and sustainable societal impact**.

B1-AKT measures impact through a structured, multi-stage evaluation approach that combines initial needs and self-assessment, practice-based learning, continuous pedagogical assessment, immediate satisfaction and learning evaluation, post-training transfer-to-practice follow-up, and longer-term assessment of professional competence, supported by internal monitoring, external evaluation evidence and agreed KPIs.

PILLAR 1

PEOPLE

**AWAKENING LEADERS. UNLOCKING
HUMAN POTENTIAL.**



IMPACT BEGINS WITH PEOPLE



IMPACT PILLAR 1 - PEOPLE

AWAKENING LEADERS

Integrating the human dimension into leadership and performance.

B1-AKT develops leaders who can navigate complexity with self-awareness, resilience, purpose and responsibility. We strengthen the human capabilities that enable people to lead differently, mobilize others, and create positive impact.

Our impact on people is measured through the capacity to lead, decide, include, adapt, and influence responsibly. This pillar brings together initiatives that strengthen individual leadership, resilience, representation, and the ability to contribute to complex environments.

Who did we support and empower?

3 SELECTED CASES STUDIES

Depending on the intervention, evidence may include knowledge or skills acquired, participant feedback, changes in leadership practice, increased confidence or resilience, greater ability to mobilize others, representation in decision-making environments and subsequent application in professional or societal contexts.

These selected cases illustrate how B1-AKT's work with people has evolved across the reporting period — from developing new models of humanistic leadership, to supporting resilience and high performance, to advancing women's representation in strategic and technology ecosystems.

1. **ADVANCING WOMEN IN TECH LEADERSHIP /2026**
Women for Tech | Inclusive Leadership, Responsible Technology & Women's Representation
2. **LEADERSHIP WITH PURPOSE /2025**
Purpose-Driven Leadership | Humanistic Leadership, Meaning & Sustainable Impact
3. **LEADERSHIP WITHOUT LIMITS /2024**
Anouk Garnier | Resilience, Human Potential & Women's Excellence

ADVANCING WOMENT IN TECH LEADERSHIP

Women for Tech Board UK | Inclusive innovation and responsible technology.

Laura Petrache joined the Women for Tech Board UK, extending B1-AKT's engagement in inclusive innovation, responsible technology and women's participation in leadership and decision-making.

B1-AKT contribution

Through this role, B1-AKT contributes expertise in organizational transformation, innovation governance, complexity management, and impact-driven leadership.

Impact significance

Contribution to an international governance ecosystem advancing women's participation, inclusive innovation, and responsible technology leadership.

This appointment reflects B1-AKT's strong commitment to **inclusive innovation, responsible technology, and the advancement of women in leadership and decision-making roles within the tech ecosystem**. It also recognizes the expertise and engagement of its Vice President in the fields of **organizational transformation, innovation governance, complexity management, and impact-driven leadership**.

Through this role, B1-AKT will actively contribute to strategic discussions and initiatives aimed at building a **more inclusive, ethical, and future-oriented technology sector**, in line with the organization's mission to support purpose-driven and human-centered organizations.

«I'm honored to contribute my experience in innovation, sustainability, and systemic transformation to support boards navigating complexity and long-term impact.

A great way to start the year with alignment, purpose, and new collective horizons feels especially meaningful » Laura Petrache.

"At Women in Tech, our mission is to champion, support, and elevate women across the technology sector."



LEADERSHIP WITH PURPOSE



Building inclusive, collaborative leadership ecosystems.

In 2024, B1-AKT joined a **humanistic management** ecosystem, Valere, to explore new projects around **leadership, collaboration, and sustainable impact and HR**.

The initiative brought together leaders around a shared understanding of performance: strong leadership requires more than authority. It depends on the ability to align **culture, operations, and strategy**, while creating an inclusive environment where people can contribute, collaborate and turn ideas into action.

B1-AKT contribution

B1-AKT brought its perspective on **humanistic leadership, sustainable transformation, and collective intelligence**, contributing to exchanges with leaders committed to **building more responsible and collaborative organizations**.

Impact significance

The collaboration strengthened dialogue around leadership models that balance **performance, inclusion, and human potential**, while creating new connections within an ecosystem of sustainable leaders.

B1-AKT × Valere, sharing perspective on humanistic management & collective intelligence.



LEADERSHIP WITHOUT LIMITS



B1-AKT supported **Anouk Garnier**, world champion, and record-holding athlete, in the development of her journey beyond sporting performance — connecting the disciplines of elite sport with **resilience, leadership, purpose and positive societal impact**.

The collaboration also supported the visibility of a female athlete whose achievements challenge conventional representations of leadership and performance.

In 2024, Anouk set a **110-metre rope-climbing record on the Eiffel Tower**, won **two OCR world championship titles**, and represented the **45,000 volunteers of the Paris 2024 Olympic and Paralympic Games**.

Beyond these achievements, her journey provided a powerful platform for conversations about **women's leadership, resilience, ambition, and the human dimensions of high performance**.

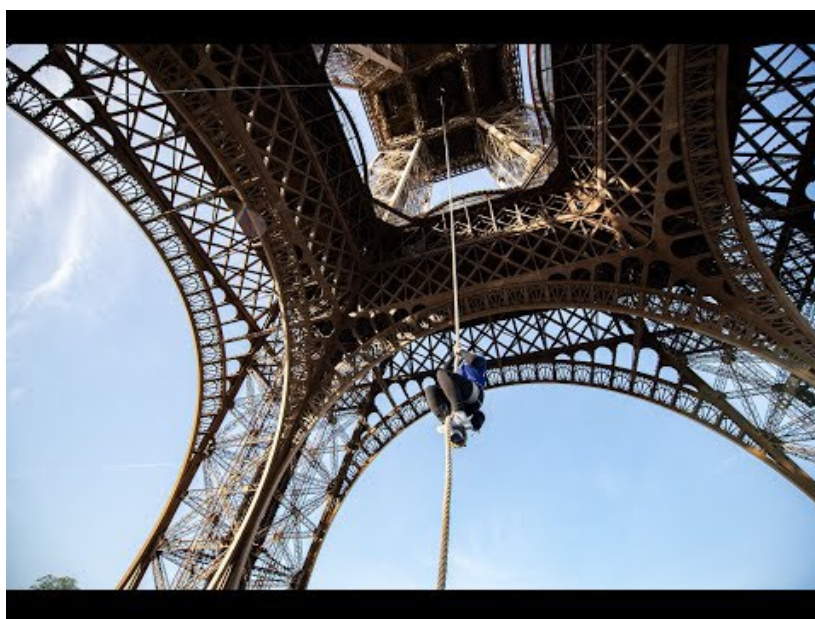
B1-AKT contribution

Through its support, B1-AKT helped connect Anouk's experience in elite sport with a wider leadership and societal narrative — translating lessons from competition, preparation, and adversity into insights relevant to **individuals, teams and organizations**.

The partnership reflects B1-AKT's approach to leadership development: performance is not considered in isolation, but in relation to **purpose, human potential, resilience, and the capacity to inspire collective action**.

Impact significance

A high-performance journey transformed into a platform for leadership, resilience, and female representation.



HIGH-POTENTIAL LEADERSHIP LAB



From individual potential to collective performance: 400+ leaders developed, 25+ organizations engaged

High-potential leaders are increasingly expected to navigate complexity, take on greater responsibility, mobilize others and contribute beyond the boundaries of their immediate role. B1-AKT's High-Potential Leadership Lab was designed to support this transition by creating an experiential space where participants could step back from operational demands, explore new perspectives and strengthen the capabilities required to lead with greater clarity, confidence and purpose.

The Lab connects leadership development, organizational understanding, collective intelligence and action, helping participants translate individual potential into stronger organizational contribution.

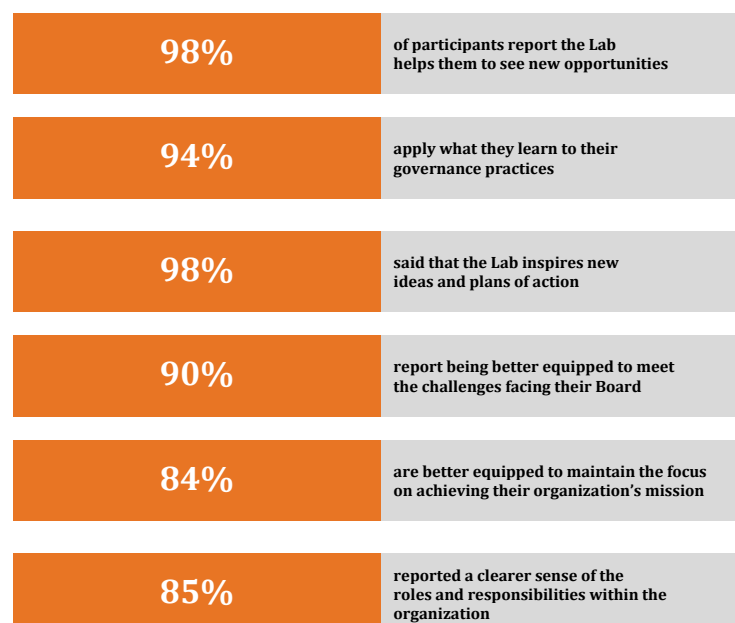
B1-AKT contribution

Through a highly participative and practice-based approach, B1-AKT combined reflection, peer exchange, real organizational challenges and leadership experimentation. Rather than approaching leadership as a set of techniques, the Lab encouraged participants to understand their role within the wider organization, explore new possibilities, strengthen governance practices and translate learning into concrete plans of action.

The objective was not simply to develop individual leaders, but to strengthen their capacity to **contribute, decide, collaborate and act within the organizational system. Impact**

Impact significance

The results indicate that the Lab's value extends beyond the learning experience itself. Participants report translating learning into **governance practice, developing new ideas and action plans**, strengthening their capacity to respond to **organizational challenges** and gaining greater clarity about their roles and responsibilities.



PILLAR 2

ORGANIZATIONS

**TRANSFORMING SYSTEMS.
STRENGTHENING COLLECTIVE
PERFORMANCE.**



ORGANIZATIONS TURN PURPOSE INTO ACTION

IMPACT 2 PILLAR - ORGANIZATIONS



TRANSFORMING SYSTEMS AND PERFORMANCE.

B1-AKT helps organizations navigate complexity by aligning **strategy, culture, leadership and ways of working**. We strengthen collective capabilities, project leadership and decision-making to turn transformation into sustainable performance.

What became clearer, stronger or more effective in the organization?

Organisational impact begins when teams and managers can work differently: projects are better structured, roles are clearer, stakeholders are aligned and transformation can be led without losing the human dimension. These cases focus on capabilities strengthened inside organizations.

5 SELECTED CASE STUDIES

- 1 **LEADING TRANSFORMATION WITH PURPOSE /2026**
France Travail Bretagne | Leadership, Management & Organisational Transformation
- 2 **STRENGTHENING PROJECT MANAGEMENT & LEADERSHIP /2026**
French Rugby Federation | Complex Project Steering & Collective Performance
- 3 **FROM PROJECT MANAGEMENT TO SUSTAINABLE PERFORMANCE /2024**
Advans Group | Complex Project Steering, Leadership & Sustainable Value
- 4 **VALUES INTO ACTION /2023**
Stainless | Organisational Values, Culture & Collective Performance
- 5 **CO-CREATING THE ORGANIZATION /2023**
Mission Locale de Thiérache | Collaborative Strategy & Collective Intelligence

LEADING TRANSFORMATION WITH PURPOSE

From managing change to leading transformation.

France Travail Bretagne | Developing managers for complexity

B1-AKT accompanied managers at **France Travail Bretagne** in a context of significant organizational transformation, where evolving priorities, operational demands and public-service responsibilities required managers to continuously adapt the way they lead.

B1-AKT contribution

B1-AKT created a space for managers to step back from day-to-day operational pressures and examine their **leadership practices, managerial posture and role in transformation**.

Through a systemic approach, managers explored how to **make sense of complexity, strengthen cooperation, create alignment, support teams through uncertainty and translate strategic and operational priorities into meaningful collective action**.

The work placed particular emphasis on the relationship between **performance, people, and purpose** — recognizing managers not simply as implementers of change, but as key actors in making transformation understandable and actionable for their teams.⁴

Impact significance

Managers strengthened their capacity to **lead through organizational change while sustaining team engagement and collective direction**. The intervention contributed to developing managerial practices better equipped to reconcile **operational performance, human dynamics, and public-service purpose** in a changing environment.



⁴ Discover France Travail here : <https://www.francetravail.fr/accueil/>

ALIGNING STRATEGY, PROJECTS, AND GLOBAL PERFORMANCE



From a strategic ambition to a strategic PMO

B1-AKT designed and delivered a Board-level Strategic Training Lab for Diptyque Paris, focused on **Global Performance and Strategic Project Portfolio Management**.

The intervention addressed a critical challenge of **organizational growth**: how to translate strategic ambition into a coherent portfolio of priorities and projects, while maintaining alignment between resources, performance, and long-term development. Working at governance level, the Lab connected the specific **challenges facing growing mid-sized organizations** with Diptyque's strategic environment, transformation priorities, and development ambitions.

B1-AKT contribution

B1-AKT provided the Board with a structured framework for examining strategic project portfolio management, prioritization, and **global performance**.

The Lab explored how mission, strategic priorities, projects, and performance can be connected within a coherent management approach — supporting reflection on which initiatives create the greatest value, where organizational resources and attention should be concentrated, and how projects contribute to wider strategic objectives.

By bringing **together strategy, governance, transformation, and execution**, B1-AKT helped create a shared perspective on the conditions required to steer growth while preserving coherence and **long-term value creation**.

Impact significance

The intervention strengthened the connection between strategic direction and project portfolio decision-making at Board level. It contributed to creating the conditions for greater strategic alignment, more disciplined prioritization, and more **coherent steering of organizational development**, helping move from a collection of projects towards a portfolio considered through the lens of strategy and global performance.



STRENGTHENING PROJECT MANAGEMENT & LEADERSHIP

French Rugby Federation | Project Management and Complex Project Steering

B1-AKT trained teams at the **French Rugby Federation (FFR)** in **Project Management and Complex Project Steering**, strengthening their ability to structure, lead and deliver projects in demanding and evolving environments. The program addressed project management not only as a set of methods and tools, but as a **collective leadership capability**. Participants explored how to maintain direction when projects involve multiple actors, changing priorities, uncertainty and strong operational constraints.

Drawing on parallels with rugby, the intervention connected project leadership with the dynamics of high-performing teams: **trust, role clarity, coordination, real-time adaptation and mutual accountability**.

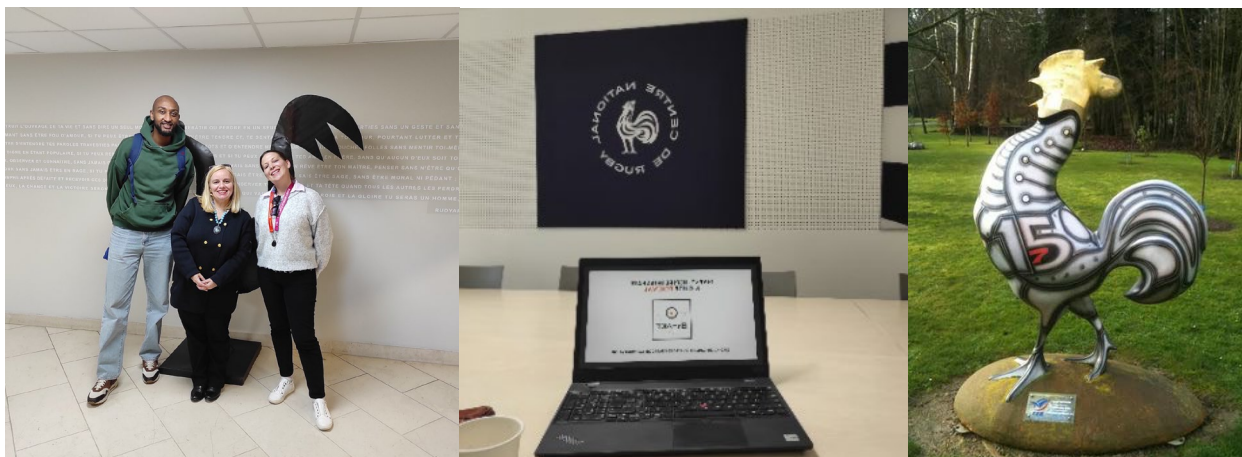
B1-AKT contribution

B1-AKT provided participants with practical approaches to **structure complex projects, clarify responsibilities, coordinate stakeholders, and teams, anticipate risks and adapt decision-making as situations evolve**.

The rugby environment provided a particularly relevant framework for exploring these principles: **no individual controls the entire field, yet collective performance depends on everyone understanding their role, reading the situation, and adapting together**.

Impact significance:

The program strengthened **project-management and project-leadership capabilities within the FFR**, with participants better equipped to steer complex initiatives, coordinate multiple stakeholders, and mobilize teams around shared objectives. It contributed to reinforcing a more **collective and adaptive approach to project delivery**, connecting project-management discipline with the leadership behaviors required to perform in changing environments. **From managing projects to steering collective performance**.



FROM MANAGEMENT TO SUSTAINABLE PERFORMANCE

From delivering projects to creating sustainable value.

B1-AKT delivered its Complex Project Steering and Management program to teams and high-potential employees across several entities of the Advans Group, including Avisto, Elsys Design and Mecagine. The program addressed **project management as both an operational discipline and a leadership capability**, helping participants navigate projects where technical requirements, multiple stakeholders, changing priorities and business expectations need to be managed simultaneously. Beyond tools and methodologies, the intervention explored how project leaders can create the conditions for **engagement, cooperation, accountability and effective decision-making** throughout the project lifecycle.

B1-AKT contribution: B1-AKT strengthened participants' ability to structure and **steer complex projects, coordinate stakeholders, clarify responsibilities** and adapt their approach as project conditions evolve.

The program connected project execution with wider organizational priorities: **customer orientation, value creation, team engagement and sustainable performance**.

Working with teams and high-potential employees across several entities also created a shared learning framework around project leadership, encouraging participants to look beyond individual project delivery towards the **collective and organizational dimensions of performance**.

Impact significance

The intervention contributed to strengthening project-management and leadership capabilities across multiple Advans Group entities, equipping participants with approaches to better navigate complexity, coordinate collective action and connect project decisions with business and customer value. By integrating delivery, engagement, customer orientation and value creation, the program supported a broader understanding of project performance — one in which successful delivery depends not only on meeting objectives, but also on **how people collaborate, make decisions and create sustainable value**.



VALUES INTO ACTION AND THE PURPOSE COMPANY

Stainless | Organisational Values Lab

B1-AKT worked with the **Stainless team** through an **Organisational Values Lab**, creating a space to explore the relationship between **values, culture, strategy and collective performance**. The Lab invited participants to step beyond values as corporate statements and examine how they influence **everyday behaviors, decisions, collaboration and the way new projects are developed**.

The work connected organizational identity with practical questions: **How do our values guide the way we work together? How do they shape our choices? And how can they support both performance and stakeholder engagement?**

B1-AKT contribution: B1-AKT facilitated a collective process to **surface, to challenge and translated organizational values into practical principles for action**.

Through dialogue, reflection and work around emerging projects, the Lab helped connect values with **strategic priorities, team behaviors, collaboration and organizational culture**. Rather than treating culture and performance as separate dimensions, B1-AKT brought them together — exploring how stronger alignment between **what an organization stands for and how its people act** can support more coherent decisions, relationships and collective action.

Impact significance

The Lab contributed to moving organizational values **from intention towards application**, strengthening their relevance to the way teams collaborate, approach projects and connect their work with wider organizational priorities. It created a shared space for employees to **make values tangible and actionable**, reinforcing the connection between organizational identity, collective behaviors and performance.



A SUSTAINABLE ORGANISATION CO-CREATION



Co-creating a sustainable organization: Mission Locale de Thiérache | Collaborative Strategic Project

B1-AKT supported the Mission Locale de Thiérache in the co-creation of its associative project through a collaborative process involving **employees, elected representatives, young people and territorial stakeholders**.

Rather than developing the project through a top-down strategic exercise, the approach placed collective participation at the **heart of the process, creating opportunities for different voices** to contribute to the organization's future direction. The work explored the Mission Locale's role in relation to young people, businesses, institutional partners, elected representatives and the wider territory, connecting organizational priorities with the needs and expectations of its ecosystem.

B1-AKT contribution:

B1-AKT designed and facilitated a **collective intelligence process enabling stakeholders with different perspectives and responsibilities to contribute to a shared strategic project**. By involving those who work within, interact with and benefit from the organization, the process connected strategy with lived experience and territorial realities — helping transform the associative project into a genuinely collective endeavor.

Impact significance

The process contributed to building greater collective ownership of the Mission Locale's strategic direction, while strengthening connections between the organization and the ecosystem it serves. By integrating the perspectives of employees, young people, elected representatives and territorial actors, the initiative supported a more inclusive and grounded approach to organizational transformation — one shaped not only *for* stakeholders, but with them.



PILLAR 3

INNOVATION

**DESIGNING
RESPONSIBLE FUTURES**



IMPACT TAKES SHAPE THROUGH INNOVATION

IMPACT PILLAR 3 INNOVATION

DESIGNING RESPONSIBLE FUTURES

Turning complexity into new possibilities for people and organizations.

B1-AKT approaches innovation as more than technology or new solutions. We design and apply **human-centred methods, concepts and organizational models** that help organizations respond differently to complex human, societal and business challenges.

From **neuro-inclusion and mental health** to responsible transformation, collective intelligence and new models of organizational performance, our work connects **innovation with ethics, human needs and sustainable value creation.**

What new approach, model or solution became possible?

3 SELECTED CASE STUDIES

- 1 NEURODIVERSITY AS ORGANISATIONAL INTELLIGENCE /2026/** B1-AKT × Bipolarité France | Mental Health, Neurodiversity & Sustainable Performance
- 2 INNOVATION FOR HEALTH /2025/** Bow Medical | Healthcare Innovation & Sustainable Transformation
- 3 RETHINKING ORGANISATIONAL PERFORMANCE /2024/** Sensitive Organization© | Human-Centred & Sustainable Organisational Performance

NEURODIVERSITY AS ORGANIZATIONAL INTELLIGENCE

From accommodating differences to valuing organizational diversity

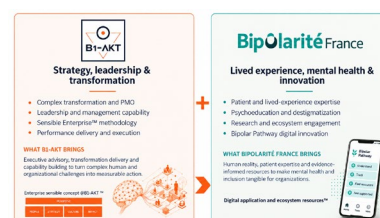
B1-AKT partnered with **Bipolarité France** to bring **mental health and neurodiversity into the conversation about leadership, management, and organizational performance**. The collaboration explores how organizations can better recognize diverse ways of **thinking, feeling, communicating, and working**, and create environments where these differences can contribute to individual well-being and collective performance.

Rather than approaching neurodiversity and mental health solely as health or inclusion issues, the partnership connects them with **management practices, organizational culture, communication, and the capacity of teams to work effectively together**.

B1-AKT contribution

B1-AKT brings its expertise in **humanistic management, organizational transformation and Sensitive Organizations®**, together with methods and communication tools designed to strengthen **emotional intelligence, neuro-inclusion and workplace well-being**. The work helps organizations question established managerial norms and explore how leadership practices, relationships and working environments can become **more attentive to human differences and individual needs without disconnecting them from collective objectives and performance**.

The program B1 Mind connects **cognitive diversity, neurodiversity and AI**, exploring how different minds engage with technology and how organizations can reduce cognitive barriers and redesign ways of working — turning **Human Intelligence × Artificial Intelligence into Augmented Collective Intelligence**.



Impact significance

The partnership contributes to **reframing mental health and neurodiversity as organizational and leadership dimensions**, moving the conversation beyond individual accommodation towards the way organizations themselves are designed, managed and transformed. It opens a pathway towards more **neuro-inclusive and Sensitive Organizations®**, where human diversity, well-being and sustainable collective performance are considered together.



NEURODIVERSITY AS SUSTAINABLE HEALTHCARE INNOVATION

From technological innovation to sustainable healthcare transformation

B1-AKT accompanied Bow Medical in advancing healthcare innovation, connecting technological progress with organizational transformation and human well-being. The work approached innovation not only through the solution itself, but through the organizational and human conditions required to make transformation meaningful and sustainable.

B1-AKT contribution

Through the CPS® Method and axiological leadership, B1-AKT supported the navigation of **complex transformation, helping connect stakeholders, strategic priorities and collective action**. The approach strengthened collaboration around innovation while keeping meaning, human needs and **sustainable value creation** at the center of the **transformation process**.

Impact significance

The collaboration contributed to an approach to healthcare innovation that connects technology, people and organizational transformation, reinforcing the conditions needed for **new solutions to be understood, integrated and sustained**.



THE SENSITIVE/PURPOSE ORGANIZATION

From performance to all costs to performance with purpose

Sensitive Organization® | A Human-Centered Model for Sustainable Performance

First formalized by B1-AKT in **2014**, the **Sensitive Organization®** concept has been continuously developed and enriched to rethink how organizations approach performance, leadership and transformation.

The model places the **human dimension, stakeholder relationships, and long-term sustainability** at the heart of organizational performance, recognizing an organization's capacity to listen, adapt and respond to its ecosystem as a strategic capability.

B1-AKT contribution: B1-AKT developed a framework that connects **humanistic leadership, organizational transformation and stakeholder engagement**, integrating both internal and external stakeholders into the way organizations understand and pursue performance.

Sensitive Organization® brings together dimensions increasingly central to B1-AKT's work, including **mental health, neuro-inclusion, emotional intelligence, collective intelligence and responsible leadership**.

Impact significance: The model provides a common framework for B1-AKT's work towards organizations that can reconcile **human well-being with sustainable performance**, connecting leadership and inclusion with the broader transformation of organizational culture and practices.



PILLAR 4

RESEARCH AND THOUGHT LEADERSHIP



IDEAS THAT SHAPE IMPACT

IMPACT PILLAR 4 RESEARCH AND THOUGHT LEADERSHIP

CREATING IDEAS THAT MOVE ORGANISATIONS AND SOCIETY

B1-AKT connects **research, experience and practice** to explore emerging leadership, organisational and societal challenges. Through publications, proprietary frameworks, conferences, academic contributions and international collaboration, we develop and share perspectives that help leaders **question established assumptions, understand complexity and imagine new ways forward**.

Our thought leadership is designed not simply to produce knowledge, but to make it **useful, transferable and capable of informing action**. By connecting people, disciplines and perspectives, we equip leaders, organizations, institutions and communities with new ways to **make responsible decisions and create sustainable change** — turning **knowledge into capability, and capability into impact**.

What knowledge or perspective was created, shared or advanced?

6 SELECTED CASE STUDIES

- 1 **INNOVATING FOR IMPACT** /2025/ICIRI 6.0 | International Research & Knowledge Exchange
- 2 **TRANSPERSONAL LEADERSHIP** /2024/ HELIOS | Leadership Research & Applied Methodology
- 3 **COLLABORATIVE INTELLIGENCE & CPS®** /2023/Proprietary Methodology | Complexity, collective intelligence & stakeholder alignment
- 4 **THE VOICES OF MEANING** /2022–2025/International Interdisciplinary Research Seminar | Meaning, society & human action
- 5 **AT THE DAWN OF HUMANITY** /2021/Book & Societal Research | Rethinking collective action for a better humanity
- 6 **MIGRATION, EQUALITY & RACISM** /2021/Multidisciplinary Academic Publication | 80+ academics & co-authors

INNOVATION FOR IMPACT

From knowledge exchange to ideas for impact

ICIRI 6.0 | International Research, Innovation & Thought Leadership | 2025.

B1-AKT Co-Founder **Laura Petrache** led a **two-hour interactive keynote and knowledge-exchange session** at the 6th International Conference on Interdisciplinary Research and Innovations, hosted by La Consolacion University Philippines. The session, **From Purpose to Impact — Building Bridges for a Sustainable Future**, explored how research, innovation and leadership can contribute to sustainable transformation in a world shaped by climate disruption, inequality, social fragmentation, trust erosion and growing complexity.

Participants engaged with B1-AKT's thinking on **humanistic management, purpose-driven organizations, collective intelligence, transpersonal leadership, complex-project steering, regenerative innovation and SDG-aligned transformation.**

B1-AKT combined **research, proprietary frameworks, real-world case studies and participatory activities** to move the session beyond a traditional keynote.

Participants were invited to question established models, connect perspectives across disciplines and cultures, identify barriers in their own fields and explore the bridges they could help build to overcome them.

The session linked **ideas with practical action**, culminating in individual commitments around mentoring, collaboration, micro-campaigns, workshops and prototyping solutions.

Impact significance

The session created an **active international space for interdisciplinary dialogue**, connecting academic research with organizational practice, societal challenges and concrete action.

Rather than simply sharing B1-AKT's ideas, the interactive format enabled participants to **engage with, question and apply them**, reinforcing the role of research and thought leadership as catalysts for collaboration, responsible innovation and sustainable impact.



TRANSPERSONAL LEADERSHIP



Transpersonal Leadership & HELIOS | From Thought Leadership to Practice

B1-AKT developed its thinking around transpersonal coaching and leadership, exploring leadership beyond conventional models of **performance and professional achievement towards deeper questions of self-awareness, meaning, purpose, responsibility and human transformation**. This thinking is translated into H.E.L.I.O.S., a three-day immersive transpersonal leadership journey designed to help leaders reconnect with their deeper motivations, develop self-awareness and transform personal vision into meaningful action and transformative projects.

B1-AKT contribution: B1-AKT connected research, philosophy, psychology, coaching and leadership practice through an integral methodology centered on personal and leadership transformation. HELIOS structures this journey around the 3T methodology — Transgression, Transcendence and Transformation: challenging limiting beliefs and established ways of thinking; reconnecting with personal energy and purpose; and translating intention into vision, action and tangible realization.

The program develops capabilities around self-awareness, emotional intelligence, ethical and **values-based leadership, purpose, creativity, resilience, and sustainable impact**.

Impact significance:

HELIOS demonstrates how B1-AKT's thought leadership on transpersonal coaching has been translated into a structured leadership-development experience. It extends leadership development beyond skills and managerial techniques to address the inner foundations of leadership — **helping connect personal transformation, purpose and responsibility with the capacity to act, influence others and create sustainable impact**.



THE COLLABORATIVE INTELLIGENCE AND THE CPS METHOD



Collaborative Intelligence & CPS® | Navigating complexity through collective action

B1-AKT continued to advance **collaborative intelligence as a driver of sustainable transformation**, exploring its relationship with project leadership, organisational performance and axiological action.

This thinking builds on a long-standing B1-AKT approach: since its creation, **CPS® — Complex Project Steering®** has placed the human and collective dimensions of complex projects alongside their strategic and operational dimensions.

B1-AKT contribution:

Through its research, methods and practice, B1-AKT connects **collective intelligence, stakeholder alignment, project leadership and values-based action**.

CPS® provides an operational framework for this approach — recognizing that complex transformation depends not only on processes and expertise, but on the capacity of people and stakeholders to **align perspectives, cooperate, make decisions and act collectively**.

The CPS® has been used by B1-AKT since its creation; the 2023 work represents a further articulation of the collaborative-intelligence principles underpinning its approach.

Impact significance:

The work demonstrates the continuity between **B1-AKT's thought leadership and its long-standing practice**: collaborative intelligence is not treated as an isolated concept, but as a capability for navigating complexity and enabling collective performance.



THE VOICES OF MEANING



International Research Seminar | Rethinking meaning in a changing world.

In 2022, B1-AKT co-founders **Laura Petrache** and **Yannick Le Guern** joined *Les Voix du Sens*, an international research seminar initiated by **Michel Saloff Coste** and conceived as a **three-year exploration of foresight, societal evolution and organized human action**.

The seminar brought together a multidisciplinary community of **scientists, philosophers, futurists, innovators, humanists, thinkers and transformation practitioners** to examine some of the deeper questions shaping our collective future.

B1-AKT contribution:

With Laura Petrache and Yannick Le Guern involved in the initiative, B1-AKT contributes its perspective on humanistic leadership, complexity, purpose, and societal transformation to a multidisciplinary research environment.

The seminar creates a space where different intellectual and cultural traditions can confront one another and explore how meaning can inform individual responsibility, collective action and the future of society.

Impact significance:

Les Voix du Sens created a **long-term interdisciplinary space for collective inquiry**, bringing diverse intellectual and professional perspectives into dialogue around the evolution of society and human action.

Its significance lies in opening deeper questions behind transformation: **what gives collective action meaning, what kind of future we want to build, and how human responsibility can translate reflection into action.**



FACULTÉ DE
THÉOLOGIE



AT THE DAWN OF HUMANITY



Book & International Campaign | From ideas to action for a better humanity

Laura Petrache and Yannick Le Guern developed **At the Dawn of Humanity: Enterprise a Better World** alongside the international **Be One Humanity** campaign.

The initiative examined interconnected **societal, economic, environmental, and democratic challenges**, while seeking to move beyond reflection towards action — mobilizing people, ideas and resources around **social innovation, inclusion, global citizenship and sustainable solutions to worldwide crises**.

B1-AKT contribution: The initiative connected **thought leadership with a model for collective action** built around three ambitions:

1. **REVEAL HUMANITY** — Create a shared human narrative celebrating diversity, equality and belonging, while challenging racism, xenophobia, stereotypes and division.
2. **ACT FOR HUMANITY** — Mobilize crowdfunding and proceeds from the book to support collaborative **social and civic innovation projects across five continents**.
3. **BUILD HUMANITY** — Develop an international ecosystem of responsible, “**glocal**” **societal entrepreneurship**, connecting locally rooted initiatives across countries and cultures while developing ethical leaders and responsible global citizens.

Impact significance: *At the Dawn of Humanity* extended research and reflection into an **action-oriented societal initiative**. By connecting the publication, an international awareness campaign, fundraising and a proposed ecosystem of collaborative projects, it created a framework for translating ideas about humanity, responsibility and sustainability into **collective engagement and social innovation**.

The initiative embodies a recurring principle in B1-AKT's work **thought leadership creates greater value when it can connect ideas, people and action**.



MIGRATION, EQUALITY AND RACISM



Multidisciplinary Publication book | 2021

In 2021, **Laura Petrache and Angela Tacea** co-founded the publication **Migration, Equality & Racism — 44 Opinions**, bringing together **more than 80 VUB academics and co-authors** to examine migration, equality and racism from multiple disciplinary perspectives.

The publication gathered contributions from fields including **philosophy, law, psychology, health sciences, sociology, geography, criminology, communication and political science**, creating a broad platform for reflection on some of the most complex social and democratic challenges of the period.

B1-AKT contribution: The initiative reflects B1-AKT's commitment to **interdisciplinary research, intercultural dialogue, and humanistic reflection**.

By connecting diverse academic perspectives around migration, equality and racism, the publication contributed to a more plural understanding of these issues and reinforced the importance of **cross-disciplinary thinking when addressing complex societal questions**.

Impact significance:

The publication created a **shared intellectual space for more than 80 contributors**, helping connect different disciplines and perspectives around issues that directly affect social cohesion, equality and democratic life. Its significance lies in advancing dialogue beyond single-discipline interpretations, encouraging a more **humanistic, critical and interconnected understanding of migration, discrimination, and inclusion**.



PILLAR 5

SOCIETY AND GLOBAL IMPACT



IMPACT REACHES BEYOND ORGANIZATIONS

IMPACT PILLAR 5 SOCIETY AND GLOBAL IMPACT

Building a better world.

B1-AKT extends its impact beyond organizations by connecting **leadership, entrepreneurship and collective action with societal challenges**.

Through initiatives supporting inclusion, equal opportunity, global citizenship, solidarity and responsible entrepreneurship, B1-AKT contributes to mobilizing **people, communities and ecosystems around positive societal change and sustainable development**.

Who benefited beyond the organization and how?

5 SELECTED CASE STUDIES

- 1 **ENTREPRENEURSHIP AS A FORCE FOR BETTERNESS** /2023–2025/Moovjee
Entrepreneurship Awards | Three consecutive years supporting purpose-driven entrepreneurship.
- 2 **ENTREPRENEURSHIP AS A PATHWAY TO INCLUSION** / 2019 → 2025–2026 / **Migrant Integration Lab × American University of Sharjah**
Refugee entrepreneurship, bricolage, resilience & applied research | From PSYCAP to *Conflict Refugees in Paris*
- 3 **DISABILITY AS A DRIVER OF INNOVATION** /2022/#ActiveurDeProgrès |
Employment, disability & organizational inclusion
- 4 **PUTTING VALUES AT THE HEART OF CHANGE** /2022/World Values Day | Values, responsibility & collective action
- 5 **BE ONE HUMANITY — FROM IDEAS TO SOCIETAL ACTION** /2021–2022/International campaign | Social innovation, global citizenship & responsible “glocal” entrepreneurship.

ENTREPRENEURSHIP AS A FORCE FOR BETTERNESS



From entrepreneurial talent to societal value.

Moovjee Entrepreneurship Awards | Three consecutive years of support | 2023-2025

From 2023 to 2025, B1-AKT supported the **Moovjee Entrepreneurship Awards**, contributing to an ecosystem that celebrates and encourages a new generation of entrepreneurs.

Across three consecutive years, this engagement highlighted **social, solidarity-based and artistic entrepreneurship**, recognizing projects that combine entrepreneurial ambition with creativity, innovation, and societal purpose. In 2025, **six Artist-Entrepreneur finalists** presented their projects to the National Jury.

B1-AKT contribution:

B1-AKT contributed to giving **visibility and recognition to emerging entrepreneurs** developing alternative ways of creating economic and societal value.

This sustained engagement reflects B1-AKT's approach to **societal entrepreneurship**: supporting entrepreneurship not only as a driver of economic activity, but as a means of addressing social and environmental challenges, encouraging creativity, and contributing to more **inclusive, responsible, and sustainable models**. Three years of sustained engagement combining jury participation with pro bono mentoring for young entrepreneurs.

Impact significance

Three consecutive years of involvement demonstrate a **sustained commitment to the next generation of purpose-driven entrepreneurs** rather than support for a single event.

Through the Moovjee ecosystem, B1-AKT contributed to creating greater visibility for entrepreneurial projects connecting **enterprise, creativity, and positive societal contribution**.



For refugees and migrants, entrepreneurship can create pathways to **autonomy, economic participation, and inclusion**, often in contexts of uncertainty and limited resources. Understanding how resilience, self-efficacy and resourcefulness support entrepreneurship can help inform more effective approaches to inclusion.

Through its **Migrant Integration Lab (MIL)**, B1-AKT connects migrant inclusion, entrepreneurship and applied research. A collaboration with the **American University of Sharjah (AUS)** explored **psychological capital and entrepreneurial bricolage** — creating opportunities by creatively mobilizing available resources. This collaboration included **PSYCAP**, a documentary supported by an AUS Faculty Research Grant.

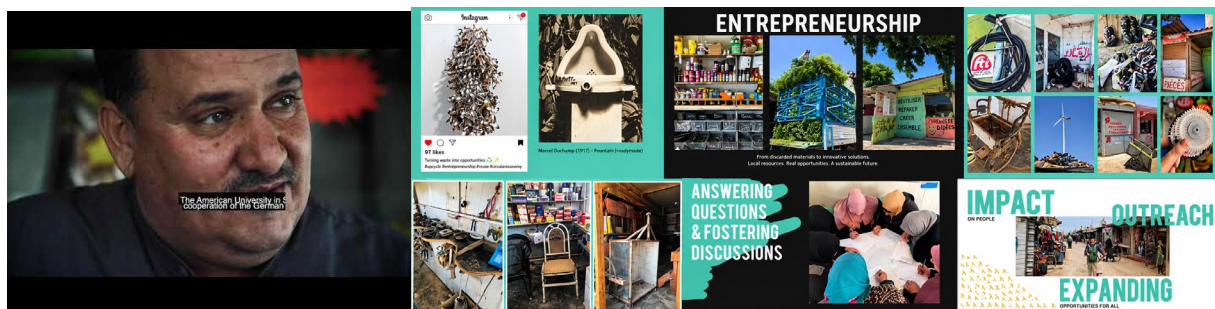


From research to a new cycle | 2025–2026

The research continues with **Conflict Refugees in Paris**, examining how refugees build businesses from scarce resources and how **resilience and self-efficacy** support entrepreneurship. **Research in progress: 150 surveys + 10–12 interviews, Fieldwork → Analysis → Publication**

Impact significance

By connecting **entrepreneurship, migration and research**, the initiative aims to strengthen evidence on refugee entrepreneurship and inform more effective approaches to inclusion. *As the 2025–2026 study is ongoing, longer-term academic, policy and societal outcomes will be assessed after completion.*



DISABILITY AS A DRIVER OF INNOVATION

Employment & Disability Charter | #ActivateurDeProgrès | 2022

In 2022, B1-AKT formalized its commitment to **disability inclusion in employment** by becoming an **#ActivateurDeProgrès**.

The charter is built on a clear conviction: disability can be a **powerful lever for innovation, equal opportunity and social progress**. It frames inclusion not only as an obligation, but as a way to rethink established practices, improve working environments and strengthen how organizations manage diversity.

B1-AKT contribution:

Through this commitment, B1-AKT endorsed concrete actions to make inclusion real across the professional journey.

These include **opening employment opportunities to people with disabilities based on skills rather than preconceptions; supporting job retention and career development; taking disability into account in the workplace, training and job-search processes; and putting in place the organizational, human and financial means required for effective inclusion**. The charter also recognizes disability as a **"laboratory of diversity"**: learning to manage disability can strengthen an organisation's capacity to understand and manage wider human and social differences.

Impact significance:

The commitment linked disability inclusion with **organizational innovation, diversity management, and improved working conditions**. It reinforced the idea that inclusion can generate benefits beyond the individuals directly concerned — improving accessibility, work environments and practices for **employees, clients, partners and wider stakeholders**.



PUTTING VALUES AT THE HEART OF CHANGE



World Values Day | Values, responsibility & collective action | 2022

Through **World Values Day**, B1-AKT contributed to the international conversation on the role values play in shaping **individual choices, organizational behavior and collective action**. The initiative created an opportunity to reflect on how shared values can bring people together, provide direction in periods of uncertainty and connect organizational decisions with wider societal responsibilities.

B1-AKT contribution:

B1-AKT brought its **axiological approach** to the conversation, reinforcing the principle that values become meaningful when they are translated into **choices, behaviors and actions**.

For organizations, this means moving beyond stated values to examine how purpose and principles influence **leadership, decision-making, relationships with stakeholders and responsibility towards society**.

Impact significance:

World Values Day provided a platform for connecting **values with action and responsibility**, reinforcing a long-standing dimension of B1-AKT's humanistic approach to leadership and transformation.

The initiative contributed to a wider conversation about how values can become **practical reference points for people and organizations seeking to create positive societal impact**.



WORLD VALUES DAY

WE ARE ONE HEROS BEHIND THE MASK



Non-Profit Solidarity Campaign | Recognizing frontline workers | 2020–2021

During the COVID-19 crisis, B1-AKT created **#WEAREONE — Heroes Behind the Mask**, a non-profit campaign led by the B1-AKT team and volunteers to recognize frontline healthcare and essential workers facing heightened risks during the pandemic.

Through social media, the campaign invited the public to share **messages of thanks, support and recognition**, shining a light on the people continuing to serve communities during an unprecedented global crisis.

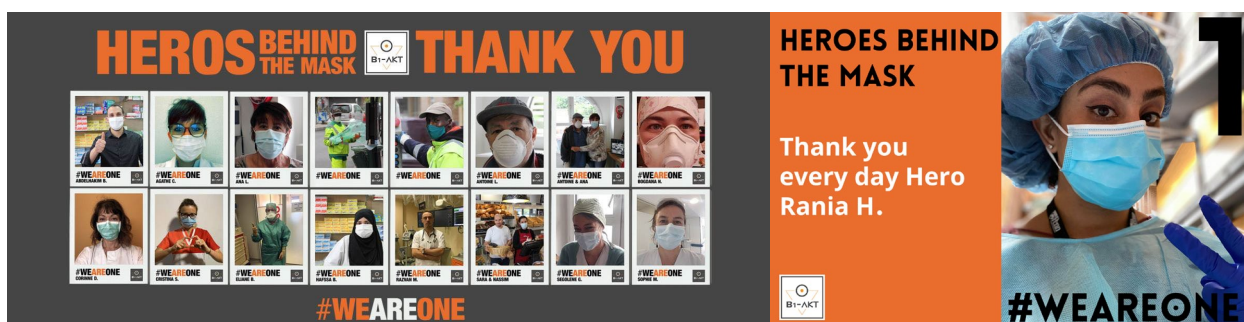
B1-AKT contribution

B1-AKT mobilized its **communication expertise, creative resources and volunteer network** in the service of a public-interest message. Rather than placing the organization at the centre of the campaign, WEAREONE used communication to **give visibility to frontline workers**, recognize their dedication and selflessness, and create opportunities for the wider public to express solidarity and gratitude.

Impact significance

The campaign transformed communication into an instrument of **recognition and collective solidarity** at a time of exceptional social and human vulnerability.

It also drew attention to the wider realities facing frontline workers — including **greater exposure to health risks and, for many, existing economic vulnerability** — connecting public gratitude with a broader reflection on recognition, protection and social responsibility.



PILLAR 6

EDUCATION AND KNOWLEDGE TRANSFER



SHAPING GLOBAL SUSTAINABLE LEADERS

IMPACT PILLAR 6 EDUCATION AND KNOWLEDGE TRANSFER



Knowledge creates impact when it becomes **usable capability**. Through executive education, Leadership Labs, project-management learning and long-standing academic collaboration, B1-AKT translates research, concepts and methodologies into capabilities that participants can apply in their organizations and professional practice.

What did participants learn, acquire or become able to apply?

6 SELECTED CASE STUDIES

- 1 **DEVELOPING THE LEADERS BEHIND COMPLEX PROJECTS/2021-2026**
/CentraleSupélec | Long-standing academic collaboration established in 2017
- 2 **BUILDING MANAGEMENT CAPABILITIES AT SCALE/2025/** Management & Project Leadership Training | 318 people trained.
- 3 **BUILDING A QUALITY LEARNING PLATFORM/2023/** Qualiopi | Strengthening quality and continuous improvement

DEVELOPING LEADERS FOR COMPLEXITY

From project management to purposeful leadership

CentraleSupélec | Mastère Spécialisé® Management et Direction de Projets | 2021–2026
Long-standing academic collaboration established in 2017.

B1-AKT's collaboration with **CentraleSupélec**, documented since 2017, continued throughout the 2021–2026 reporting period through contributions to the *Mastère Spécialisé® Management et Direction de Projets*.

B1-AKT complements advanced project-management learning with the **human, ethical and organizational dimensions of leadership**. Its interventions connect complex-project steering with **humanistic management, ethics and values, collective intelligence, Sustainable Organization®, global citizenship and axiological action**.

Rather than focusing solely on methods and tools, the approach develops the **leader behind the project** — encouraging participants to reflect on their managerial posture, responsibility, relationships and capacity to mobilize people in complex environments.

Impact significance:

This long-standing academic collaboration contributes to transferring B1-AKT's research, concepts and field experience into **advanced leadership education**, helping project leaders connect technical expertise with **purpose, responsible decision-making, and sustainable impact**.



BUILDING MANAGEMENT & PROJECT CAPABILITIES AT SCALE

Management & Project Leadership Training | Documented results 2022–2025

B1-AKT delivered inter- and intra-company programs designed to strengthen **project-management and managerial capabilities** across **private, public and institutional environments**.

Learning combines project-management methods with the human dimensions of project leadership — from structuring and planning projects to **stakeholder management, team autonomy, risk management, negotiation, conflict resolution, and communication with influence**.

B1-AKT's pedagogical model is strongly application-based: **65% of learning time is dedicated to practice and peer exchange and 35% to theoretical input**, using simulations, real cases, creative workshops, and participants' own professional situations.

B1-AKT contribution:

B1-AKT translates its expertise in complex-project steering and management into **practical capabilities that participants can apply directly in their professional environments**.

Learning is assessed throughout the program through case studies, simulations, quizzes, and a final assessment, allowing knowledge acquisition to be tested alongside practical applications.

Impact significance

The documented results show both **scale and learning effectiveness**. Participants reported **100% skills acquisition and 100% perceived usefulness**, while the programs achieved **100% recommendation and 98.7% overall satisfaction**. With **0% dropout**, the results provide strong evidence of engagement, relevance and perceived value across B1-AKT's 2025 management and project-management training activity.



QUALIOPI ASSURANCE



EDUCATION & KNOWLEDGE TRANSFER

Qualiopi | Quality Assurance · Learning Effectiveness · Continuous Improvement

B1-AKT embedded **Qualiopi quality assurance** into its training activity, providing a structured framework for how learning programs are designed, delivered, assessed, and continuously improved. The certification provides independent assurance that the processes supporting skills development meet France's national quality requirements.

For B1-AKT, training impact is not simply about the number of people reached. It depends on whether learning responds to **identified needs, has clear objectives, is accessible and appropriately delivered, develops relevant capabilities, and is evaluated so that future programs can improve.**

Quality assurance creates the discipline behind that process. It helps turn knowledge transfer from a one-off intervention into a **consistent learning system focused on capability development and continuous improvement.**

B1-AKT contribution:

B1-AKT integrates this quality framework with its own participant-centered and practice-oriented pedagogy — connecting **learning objectives, real professional situations, practical application, skills assessment, participant feedback and continuous improvement.** The result is a structured foundation supporting B1-AKT's management, leadership and Complex Project Steering programs while preserving the adaptability required for different organizations, people and contexts.

Impact significance

Qualiopi does not, by itself, prove that a training program has created impact. **It strengthens the conditions in which impact can be created and evidenced.** For B1-AKT, it provides the quality infrastructure behind knowledge transfer: greater consistency, accountability and evaluation across the learning journey.

The value of this quality framework is reflected in B1-AKT's documented 2025 management and project-management results: **100% perceived usefulness, 100% skills acquisition, 100% recommendation and 98.7% overall satisfaction.**



La certification qualité a été délivrée au titre de la catégorie d'action suivante : actions de formation



RÉPUBLIQUE FRANÇAISE



DEVELOPING A NEW GENERATION OF SUSTAINABLE LEADERS



LineUP7 | Complex Project Steering & Sustainable Leadership

In 2022, B1-AKT delivered its **Complex Project Steering** program to the LineUP7 cohort, developing participants' ability to manage **strategic challenges, complexity, stakeholders, risks and teams** while connecting project objectives with wider organizational goals.

B1-AKT contribution

Through its **Global Sustainable Leaders program**, B1-AKT combines complex-project steering with a broader approach to responsible and sustainable leadership. For LineUP7, the program strengthened participants' ability to connect **strategy, people, project performance and organizational impact**, developing leaders equipped to act effectively in increasingly complex environments.

Impact significance

The LineUP7 cohort **successfully completed the Complex Project Steering training**, strengthening capabilities that could be translated into participants' professional environments. The program reflects B1-AKT's ambition to develop a new generation of **Global Sustainable Leaders** capable of turning knowledge into action and complex projects into sustainable organizational value.



VOICES OF IMPACT



We invited clients, partners and collaborators to reflect on their experience of working with B1-AKT — what they valued, what changed and what the collaboration helped make possible. Their voices bring a human and qualitative perspective to our impact.

MARIEFE B. CRUZ- Research Director, Office of the Vice President for Research and Innovation, La Consolacion University Philippines



MARIEFE B. CRUZ

VOICES OF IMPACT 2026

B1-AKT



“Our collaboration with B1-AKT affirmed something we have long believed at LCUP: that innovation becomes meaningful when it is grounded in purpose and directed toward the good of people and communities. Through our engagement with B1-AKT, particularly through the 6th ICIRI, I encountered a way of understanding philanthropic innovation that brings together purpose, knowledge, collaboration, and societal impact. It reinforced for me that research and innovation should not exist simply to produce outputs, but to create possibilities for meaningful and sustainable change. I look forward to seeing how we can continue to build on this shared commitment to purposeful innovation and societal impact”.

NELLY JANIER DUBRY – President of Mission locale de Thiérache, Regional Councilor, Hauts-de-France Region



NELLY JANIER DUBRY

VOICES OF IMPACT 2026

B1-AKT



“Our collaboration with B1-AKT enabled Mission Locale de Thiérache to grow and to learn to work differently — in a much more collective way. It also led us to rethink our organization over the longer term, so that we could become more effective and provide services that are increasingly responsive to the needs of young people across our territory.

We also learned to work in project mode, which helped us bring new ideas to life and identify new sources of funding. What remains from this experience today is a different way of working together: more collective, more structured and more action oriented. I would like to thank B1-AKT for the valuable support, which has been highly beneficial to our organization”.

FRANCK PIZZAGALLI – International Product Director at Bow Medical, Digital health & Medical Innovation



**FRANCK
PIZZAGALLI**
VOICES OF IMPACT 2026

B1-AKT | PEOPLE
& CULTURE
A SUSTAINABLE TRANSFORMATION



“Our perspective has evolved significantly. We now fully integrate cultural factors into the way we manage partnerships and build relationships with international clients. This has improved communication and created stronger mutual understanding. We have also become more effective in our customer relationships, from pre-sales through project management, adapting the way we work to the specific needs and context of each stakeholder. Above all, it has changed the way I approach situations. I now try to put myself in the other person’s shoes, understand their constraints and objectives, and respond in a way that is genuinely relevant to their needs. Ultimately, everything comes down to communication and staying truly ‘customer first’: building the right solution with them, rather than for them”.

ARNAUD DANIEL – Technical Director at Elsys Design, Advans Group



**ARNAUD
DANIEL**
VOICES OF IMPACT 2026

B1-AKT | PEOPLE
& CULTURE
A SUSTAINABLE TRANSFORMATION



“For more than five years, B1-AKT has partnered with Advans Group to strengthen and elevate its Project Management capabilities. Advans Group is an international engineering company bringing together more than 1,100 engineers across Electronics, Software, Mechanical Engineering and Cybersecurity. Every year, up to 40 employees in France take part in B1-AKT’s Project Management training programs, from Technical Leaders and Project Managers to Project Directors.

The ambition went far beyond developing new skills. The real challenge was to drive a shift in mindset.

In an environment where technical teams naturally place innovation and technological excellence at the heart of project success, the objective was to broaden that perspective — ensuring that customer satisfaction, team cohesion, profitability and the creation of new business opportunities become equally important measures of performance. Five years later, the impact is clear.

ADVANS Group has established a fully-fledged Project Management career path, with clearly defined roles and opportunities for progression. This evolution reflects a broader transformation: Project Management is now recognized as a strategic discipline, standing alongside technical expertise and business development as one of the essential pillars of sustainable project success. What began as a training initiative has evolved into something much bigger: a lasting transformation in the way projects, careers and performance are managed”.

CONCLUSION FROM IMPACT TO BETTERNESS

From 2021 to 2026, B1-AKT's journey has reinforced one central conviction: **lasting transformation begins with people and gains power when purpose, knowledge and action come together.**

Across leadership development, organizational transformation, innovation, research, education and societal action, we have worked to turn complexity into possibility — **developing people, strengthening organizations, activating innovation, advancing ideas, building societal connections and transforming knowledge into capability.**

The evidence gathered throughout this report reflects impact at different levels: **leaders developing new capabilities; teams mobilizing collective intelligence; organizations navigating change with greater purpose; research moving into practice; ideas becoming methodologies; and partnerships extending value beyond organizational boundaries.**

Yet impact cannot be reduced to a collection of outputs, projects or numbers. For B1-AKT, impact is a **living process of transformation**. It begins when a perspective changes. It grows when knowledge becomes capability, capability influences behavior and people turn intention into collective action. It becomes sustainable when those changes continue to create value beyond the initial intervention. **Impact is therefore not only on what changes around us. It is also what the journey teaches us about how change happens.**

INVENT INSPIRE INTEGRATE
& GUIDE **RENEWAL**



LEADING SUSTAINABLE STRATEGIES & PARAGON COMMUNICATION

WHAT WE HAVE LEARNED

The impact journey has taught us that meaningful change is not only about what shifts around us, but about understanding how transformation really happens — through people, purpose, collective intelligence, knowledge and evidence.

Impact changes us too:

01	PEOPLE MAKE TRANSFORMATION REAL Strategies, systems and technologies enable change; people give it meaning and continuity. Sustainable transformation depends on trust, leadership capability and collective intelligence .
02	PURPOSE MUST BECOME PRACTICE Purpose creates value when it shapes choices, behaviors and decisions. Values matter when they become visible in how organizations lead, collaborate and act .
03	COMPLEXITY IS A COLLECTIVE CHALLENGE The hardest challenges rarely have one answer. Progress comes from connecting perspectives, disciplines and stakeholders — and enabling people to think and act together.
04	KNOWLEDGE HAS TO TRAVEL Research and ideas create impact when they become understandable, transferable and usable — moving from insight to capability, and from capability to practice.
05	IMPACT NEEDS EVIDENCE — AND TIME Not every meaningful change is immediate or fully attributable. Strong impact practice measures what can be measured, learns from qualitative change and is precise about contribution.
06	LASTING IMPACT OUTLIVES THE INTERVENTION The strongest impact is what remains after an intervention ends: people able to lead, organizations able to adapt and knowledge able to keep creating value.

WHAT WE HAVE LEARNED WILL SHAPE WHAT WE DO NEXT.

LOOKING FORWARD



FROM IMPACT ACHIEVED TO IMPACT DESIGNED

B1-AKT's foresight and thought leadership have long explored the forces reshaping organisations and society — from technological acceleration, demographic change and new forms of work to social collaboration, human wellbeing, sustainability and the search for meaning.

Across our work on future trends, Transition Design, humanistic management, the Sensitive Organization®, collective intelligence and more recent reflections on AI and neurodiversity, one direction is becoming increasingly clear: the organization of tomorrow will need to be more human-centred, adaptive, inclusive and responsible.

It will be necessary to combine technology with human agency, performance with purpose, diversity with collective intelligence, and innovation with long-term societal value. These shifts inform the six priorities through which B1-AKT intends to design its next chapter of impact.

HUMANISTIC LEADERSHIP FOR A NEW ERA

Develop leadership that combines performance with purpose, ethics, self-awareness and responsibility — equipping leaders to make better decisions, mobilize people and act meaningfully in complexity.

NEURODIVERSITY, MENTAL HEALTH & HUMAN POTENTIAL

Design more sensitive and inclusive organizations that recognize different ways of thinking, feeling, communicating and contributing — transforming human difference into organizational intelligence.

RESEARCH THAT MOVES INTO ACTION

Strengthen the bridge between research and practice through applied methodologies, international collaboration, publications, and knowledge exchange — turning insight into capability and capability into action.

HUMAN-LED, TECHNOLOGY-ENABLED ORGANISATIONS

Explore how AI and emerging technologies can strengthen organizational capability while protecting human agency, critical thinking, inclusion and meaningful work.

RESPONSIBLE TRANSFORMATION

Connect strategic performance with responsibility towards people, stakeholders, territories, society and future generations — creating value beyond short-term results.

BETTER EVIDENCE OF IMPACT

Deepen how we connect outputs, outcomes, learning and longer-term contribution — understanding what changes, what endures and what wider value our work helps create.

ACKNOWLEDGEMENTS



The impact is collective.

What began as a commitment to create positive impact has become something larger: a conviction that **the way we lead, transform, innovate, and collaborate shapes the kind of future we make possible.**

The next chapter is not about doing more for the sake of scale. It is about **designing for deeper and more enduring impact** — connecting human progress with organizational performance, innovation with responsibility, knowledge with action, and transformation with sustainable societal value.

We will continue building bridges between **people and organizations, disciplines and sectors, local realities and global perspectives, technology and humanity, and today's challenges and tomorrow's possibilities.** Because the future of impact will not be defined only by what we achieve, but also by **how we achieve it, who we empower along the way, what capabilities we leave behind, and what kind of future our actions help create.**

This journey has also reminded us that **impact is never created alone.** B1-AKT extends its sincere thanks to all the people and organizations who have contributed to it — our clients, partners, participants, leaders, researchers, academics, institutions, entrepreneurs, experts, communities and members of our wider international ecosystem.

We are especially grateful to those who have trusted us through moments of **learning, complexity, innovation and transformation**; to those who have shared knowledge, challenged perspectives, and opened new possibilities; and to everyone who has worked alongside us to turn ideas into action.

2021–2026 was not simply about what B1-AKT delivered. It was about the people we connected, the capabilities we strengthened, the knowledge we shared and the ecosystems we helped activate. The impact reflected in this report belongs to this collective journey. It is built through **trust, collective intelligence, meaningful collaboration, and a shared commitment to creating more human, inclusive, and sustainable organizations and societies.**

To everyone who has been part of the B1-AKT journey from 2021 to 2026: **thank you for helping transform purpose into action, action into impact, and impact into Betterness.**

Our sincere thanks to the organizations, institutions and communities that have worked alongside B1-AKT and enriched our learning, research and impact ecosystem: France Travail Bretagne · Fédération Française de Rugby · Diptyque Paris · ADVANS Group · AViSTO · ELSYS Design · MECAGINE · Stainless · Mission Locale de Thiérache · BOW Medical · LineUP7 · Centrale Supélec · Bipolarité France · Moovjee · Valere · Les Voix du Sens · Create Flow · La Consolacion University Philippines · American University of Sharjah · Vrije Universiteit Brussel (VUB) · Tech4boards.

A NETWORK OF GLOBAL SHAPERS



B1-AKT is the place where spirited talent collides with fresh and creative ideas. Our team is a collective of deep thinkers, changemakers and sustainable thought leaders.

We bring together a network of global shapers, driving dialogue, action and meaningful change. Operating at the intersection of collective intelligence, global collaboration and systemic foresight, we connect diverse stakeholders—from communities and academic institutions to public authorities, businesses, entrepreneurs and investors—to address today's complex challenges and anticipate those of tomorrow.

Through shared purpose and transnational cooperation, we create enabling environments for inclusive participation, innovation and collective action, strengthening dialogue, adaptive institutions and resilient solutions in times of transformation.

More than a network, our ecosystem is a living space for learning, experimentation and co-creation—where diverse perspectives meet, knowledge circulates and relationships become catalysts for action. Together, we turn collective intelligence into tangible impact and contribute to shaping more human, inclusive and sustainable futures.

PEOPLE · IDEAS · ACTION

LEARNING · RESEARCH · CULTURE · EDUCATION · ENTREPRENEURSHIP · INCLUSION ·
SUSTAINABILITY · LEADERSHIP · SOCIAL IMPACT · COLLECTIVE INTELLIGENCE · CO-
CREATION · TRANSFORMATION



JOIN THE ECOSYSTEM. SHAPE WHAT COMES NEXT: <https://b1-akt.com/FR/contact-2/>

EXPLORE B1-AKT



READ · THINK · DISCOVER · LEARN · ACT · CONNECT: Ideas create greater value when they travel, connect and become action. This annex brings together selected B1-AKT books, research, thought leadership, methodologies, learning ecosystems, initiatives and live gateways to explore the work further. All titles above are live hyperlinks.

READ

Books · Publications · Research

- [At the Dawn of Humanity — Enterprise a Better World](#) — Laura Petrache & Yannick Le Guern
- [Migration, Equality & Racism — 44 Opinions](#) — 80+ academics and co-authors; migration, equality, and racism
- [B1-AKT News & Publications](#) — Research, publications, foresight, and updates

SEE

Leadership · Research · Inclusion · Societal Impact

- [ICIRI 6.0 — From Purpose to Impact](#) — Laura Petrache / B1-AKT · International keynote on innovation, humanistic leadership and purpose-driven transformation.
- [Migrant Integration — B1-AKT / Migrant Integration Lab](#) — Migration, inclusion and sustainable integration.
- [#WEAREONE — Heroes Behind the Mask](#) — Humanity, solidarity and frontline support.
- [Be One Humanity — Podcast & Videos](#) — Les Voix de l'Humanité: conversations on humanity, cooperation, leadership, social entrepreneurship and societal transformation.

DISCOVER

Concepts · Methodologies · Frameworks

- [B1-AKT Advisory & CPS®](#) — Complex Project Steering® and sustainable strategy
- [Sensitive Organization®](#) — Human-centred performance and stakeholder responsibility
- [Diversity & Sustainability Charter](#) — Collective intelligence, inclusion and sustainable communities
- [B1-AKT Innovation / Labs](#) — Co-creation, transformation, and Applied Innovation
- [Medium: Axiological Action](#) — Values translated into action

ACT

Turn ideas into action — engage with B1-AKT's projects, campaigns and communities to contribute, collaborate and help create more human, inclusive and sustainable futures. contact@b1-akt.com

THINK

Articles · Foresight · Projects · AKT AS 1 INSIDER

- [Laura Petrache — LinkedIn Articles](#) — 33+ articles and current thought leadership
- [The Ontological Foundations of Leadership](#) — Purpose, values, and collective intelligence
- [Agentic AI and the Purpose Economy](#) — AI, agency, purpose, and responsibility
- [IT, Digitality and Neurodiversity](#) — ADHD, cognitive ergonomics, and human-centered innovation
- [The Death of Management: The Future Belongs to Evolution](#) — Adaptive, values-driven organisations
- [Beyond the SDGs: Humanity as the Next Frontier](#) — Regeneration, dignity, and planetary wellbeing
- [#NoWallsButBridges](#) — Migration, sustainable integration, intercultural dialogue and citizen diplomacy
- [Migrant Integration Lab](#) — Skills, entrepreneurship, inclusion and support for migrants and vulnerable people
- [Arts et Mondes](#) — Arts, intercultural dialogue, creative communities and societal transformation
- [#WEAREONE](#) — Solidarity, frontline workers, humanity and collective action
- [Global Sustainable Leaders](#) — Leadership, sustainability, entrepreneurship and responsible global action
- [How Migrant Entrepreneurship Could Shape Long-Term Economic Growth in Europe](#) — Entrepreneurship, integration and Europe's long-term growth

LEARN

Training · Leadership Labs · Knowledge Transfer

- [AKT AS 1 — Training Services](#) — Intercultural leadership, management and education
- [Project Management & Leadership Training](#) — Management and Complex Project Steering
- [Global Sustainable Leaders](#) — Leadership forum, center and incubator empowered by B1-AKT
- [A New Generation of Leaders — LineUP7](#) — Complex

CONNECT

Impact begins with connection. Whether you would like to explore a partnership, contribute to a project, share research, develop an initiative or simply start a conversation, we would be pleased to hear from you. [Connect with B1-AKT](#)

KNOWLEDGE BECOMES IMPACT WHEN IT MOVES. *All titles above are live hyperlink*

BRING US THE CHALLENGE YOU BELIEVE IS WORTH TRANSFORMING

A leadership challenge • An organization that needs to evolve • An idea that deserves to become reality •
A complex problem that cannot be solved alone • A positive impact you want to make sustainable.

OUR PREVIOUS IMPACT REPORT

People • Communities • A More Sustainable World
2020 - 2021

In a time of unprecedented challenges, our previous Impact Report highlighted the power of individual and collective action.

Through **Future** and **Hope**, it shared our achievements from 2020 to 2021 and our commitment to a more just, inclusive and sustainable world.



CONSULT OUR PREVIOUS REPORT →

FROM THEN TO WHAT COMES NEXT

The world has changed. So have we. But our purpose has not.

Six years later, this new chapter is not only a look back.

It is an invitation to build what comes next.

BRING US THE CHALLENGE YOU BELIEVE IS WORTH TRANSFORMING.

Yannick Le Guern & Laura Petrache | Co-Founders, B1-AKT

START A CONVERSATION →

#WEAREONE

WWW.B1-AKT.COM

B1-(IMP)AKT REPORT 2021–2026/ Copyright © 2026 B1-AKT — **Leading Sustainable Strategies & Paragon Communication.**

All rights reserved. **Editorial Direction & Content:** © B1-AKT. **Photography, Artistic & Visual Contributions:** © respective photographers, artists, creators and rights holders. **Contributors:** B1-AKT team, partners, collaborators, researchers, changemakers and members of our global ecosystem. **Partner & Institutional Logos:** © their respective organizations and trademark owners.

All photographs, artworks, logos and third-party visual materials remain the property of their respective authors and rights holders and are reproduced with permission where applicable. © LLG LOC Artist for the **FUTURE** and **HOPE** Pictures.



B1-AKT

LEADING SUSTAINABLE STRATEGIES
& PARAGON COMMUNICATION

INVENT - **INSPIRE** - INTEGRATE & **GUIDE** RENEWAL

WWW.B1-AKT.COM