



## JONATHAN LOBERT

OLYMPIC MEDALIST • CONSULTANT • AUTHOR • KEYNOTE SPEAKER

# Immersives *experiences*

Deciding, aligning, and performing in real-world situations

*Experience what can't be taught!*

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## BACKGROUND

# Jonathan Lobert

**Olympic medalist at the London 2012 Games, two-time Olympian, two-time World Vice-Champion and European Champion,** Jonathan Lobert dedicated more than twenty years to the pursuit of performance in one of the most demanding environments there is : Olympic sailing. A discipline where you decide alone, under uncertainty, against the best competitors in the world.

Throughout this journey, one conviction emerged : the greatest achievements are not always the result of individual talent. They are often born from the ability to learn, share and grow together. This reflection became a book, **"Sharing is Winning!"**, currently available in French from Éditions Eyrolles.

**Holder of an Executive Master in General Management from emlyon business school, certified in executive coaching at Université Paris Dauphine, and holding a Master's in Civil Engineering from the Université de La Rochelle,** Jonathan Lobert now works as a consultant in leadership, cooperation and collective performance, keynote speaker and advisor to executives and large organisations, in France and internationally.

**Through his keynotes, training programmes and consulting assignments,** he builds bridges between the lessons of elite sport and the challenges facing organisations: deciding under uncertainty, strengthening cooperation, building trust, improving interactions and creating the conditions for lasting performance.

## In brief

**Olympic medal at the London 2012 Games**

**Two-time Olympian** : London 2012 & Rio 2016

**Author published by Éditions Eyrolles**

**Executive Master in General Management** – emlyon business school

**Keynotes in French and English**

## Book



### **"Sharing is Winning!"**

How sharing becomes a powerful accelerator of progress and collective performance.

(Currently available in French only)

**Éditions Eyrolles**

# From competition *to cooperation*



It all starts with **the pursuit of performance**. For years, Jonathan Lobert competed against the world's best sailors under one relentless logic: to win, everyone guards their knowledge, their analyses and their discoveries.

Then came a realisation: **in this game, everyone hits a ceiling**. Progress slows, the same mistakes are repeated, and each person reinvents alone what others have already learned.

The turning point was counter-intuitive: **training with your competitors**, sharing your data, your experiences and your learning. Everyone then progresses faster than if they had stayed alone. Rivalry becomes learning, learning becomes cooperation.

It is this conviction that led Jonathan Lobert to **the Olympic medal at London 2012**, a conviction he now shares with executives and their teams **to strengthen cooperation, accelerate learning and create the conditions for lasting collective performance**.

*« The greatest performances are not always the fruit of competition. They are often born from the ability to learn, share and grow together. »*

## Testimonials

*« His unique approach to change and his ability to tell captivating stories have always inspired our teams. »*

**Robin Malagie**

DIRECTOR OF CHANGE MANAGEMENT  
BANQUE POPULAIRE

*« The teams particularly appreciated the relevance of his insights and his accessibility. »*

**Jacques Trinidad**

GROUP SALES EFFECTIVENESS MANAGER  
COFACE

*« A sincere and authentic talk that brought all participants on board. An inspiring keynote, highly recommended! »*

**Anne-France Karnbauer**

DEPUTY DIR. OF INTERNAL COMMUNICATION  
FRANCE TÉLÉVISIONS

# A *catalyst* for performance

GO BEYOND WHAT ANY PRESENTATION CAN DELIVER

## Your teams in real-world situations

**Two immersive experiences** inspired by the world of competitive sailing, designed to place your teams in real-world situations. Each experience is tailored with you to reveal how your teams truly operate when it comes to **decision-making, alignment, and collaboration**.

### Why an immersive experience?

#### **Reveal Behaviours**

When teams must decide, communicate, and align under pressure.

#### **Embed Learning**

Through a lived experience rather than an explained method.

#### **Create a Shared Language**

With common reference points that transfer directly to everyday work.

#### **Strengthen Team Cohesion**

Through a powerful shared experience that builds lasting connections.

### What your teams experience

A **hands-on experience** inspired by the world of high-performance sport.

**Decision-making under pressure**, with partial and constantly evolving information.

**Coordination across areas of expertise**, where communication becomes decisive.

**Collective alignment** as the foundation of trust and performance.

A **structured debrief** that turns the experience into immediately applicable insights.

#### FORMAT

**An immersive indoor experience**, from one hour to half a day, combining videos and hands-on activities inspired by high-performance sport.  
The duration is tailored to your objectives and the desired level of depth.

#### LANGUAGES

**Available in French or English.**

No sporting experience or sailing knowledge is required.



AN IMMERSIVE EXPERIENCE TAILORED TO YOUR CHALLENGES

## Two complementary experiences

« *Each immersive experience reveals the mechanisms that drive decision-making, collaboration, and collective performance.* »

Each immersive experience is designed to address a specific objective. One explores individual decision-making in uncertainty, risk management, and emotional intelligence. The other highlights the mechanisms of coordination, leadership, and collaboration within a team. **According to your objectives, each experience is tailored to your context and desired outcomes.**

### 01

#### Step Into the Olympic Final!

MAKING DECISIONS IN UNCERTAIN ENVIRONMENTS

**Making decisions** despite uncertainty

**Managing pressure** with partial information

**Turning risk-taking** into opportunity-taking

### 02

#### Tactician: Orchestrating Collective Performance

ALIGNING AND COORDINATING A TEAM

**Strengthening cooperation** across areas of expertise

**Clarifying roles** and responsibilities

**Developing shared leadership**

# 01 Step into the Olympic Final !

MAKING DECISIONS AND ALIGNING IN UNCERTAIN ENVIRONMENTS

Step into the heart of the London 2012 Olympic Final. At each key decision point, participants take on the role of the tactician. Using only the information available at that exact moment, they analyse the options, challenge different perspectives, and **make decisions under pressure**. The experience then reveals the **consequences of each choice** and the mechanisms that enable sound **decision-making in uncertain environments**.

## HOW THE EXPERIENCE UNFOLDS

### **Making decisions and aligning in uncertain environments**

At each pause in the video, participants are given the same information that was available during the Olympic Final. They compare their analyses, build a collective decision, and commit to it within a limited timeframe.

### **Managing uncertainty and pressure**

Decisions must be made despite incomplete information, an evolving environment, and significant time pressure. The experience highlights the mechanisms that help maintain clarity, sound judgment, and composure under pressure.

### **Turning risk-taking into opportunity-taking**

Every decision has consequences. Participants discover how a well-considered decision can transform uncertainty into an opportunity for performance.

## KEY TAKEAWAYS

### **Making decisions with clarity**

Developing a decision-making approach when not all information is available.

### **Making decisions under pressure**

Making fast decisions without compromising the quality of analysis.

### **Understanding risk more effectively**

Shifting the way risk, uncertainty, and failure are perceived.

### **Aligning a team**

Creating a shared direction that strengthens coordination and commitment.

### **Sustaining the ability to perform**

Managing energy and engagement to maintain effectiveness and clarity over time.

*« Waiting for certainty is already a decision... and often the decision to let circumstances decide for you. »*

## 02 Tactician: orchestrating collective performance

### ALIGNING AND COORDINATING A TEAM

On board, performance never depends on one individual, but on the quality of **coordination across the entire team**. Participants take on the role of the tactician. They must coordinate complementary areas of expertise, create a **shared intent, synchronise decisions**, and help the crew perform in an environment where every decision matters. An immersive experience that reveals the mechanisms of **collaboration, leadership, and team alignment under pressure**.

#### HOW THE EXPERIENCE UNFOLDS

##### Strengthening collaboration and collective performance

Creating the conditions for trust, commitment, and collective accountability.

##### Clarifying roles and improving communication

Coordinating expertise, sharing relevant information, and synchronising decisions.

##### Developing leadership in real-world situations

Continuously adapting, bringing the team with you, and maintaining a shared direction.

#### KEY TAKEAWAYS

**Practical tools** for clarifying roles and improving communication.

The conditions that foster **trust and commitment**.

A **new perspective** on collaboration under pressure.

Sharing intent to create lasting **team alignment**.

Leadership that brings people **together rather than imposes**.

Making **collective debriefing** a habit for continuous improvement.

« Collective performance cannot be commanded; it is orchestrated, one decision at a time. »

## REFERENCES

# They trust us

L'ORÉAL

CHANEL

BNP PARIBAS

BANQUE POPULAIRE +X

CA

SOCIÉTÉ GÉNÉRALE

DECATHLON

EDF

ENGIE

CMA CGM

ACCOR

La FRENCH TECH

Groupama

coface

orange

RENAULT TRUCKS

VOLVO

BMW

HUTCHINSON®

HAVAS

cjd

GEOPOST

LA BANQUE POSTALE

em lyon business school

excelia

france•tv

VYGON  
Value Life

sanofi

mundipharma

SERVIER

« His presence on stage captivated our audience and enriched our event in a significant way. His inspiring talk and illuminating perspectives truly made a mark on our audience, making him a real asset. »

Mylene Candellato  
EVENTS MANAGER



KEYNOTES IN FRENCH & ENGLISH



NATIONAL & INTERNATIONAL AVAILABILITY

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*Some skills cannot be taught. They can only be experienced together, in real-world situations.*

*Bring your teams on board!*

