



JONATHAN LOBERT

OLYMPIC MEDALLIST • CONSULTANT • AUTHOR • KEYNOTE SPEAKER

Masterclass *performance*

Collaboration · Decision-Making · Feedback · Energy

Developing the skills that make the difference when it matters.

JONATHANLOBERT.COM



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

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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 do not always come from competition. They are often born from the ability to learn, share and grow together. »

Turning Experience into Learning

Insights drawn from more than twenty years in elite sport now form the foundation of the Performance Masterclasses: **turning experience into practical skills**, stepping back to gain perspective, and leaving with **clear reference points that can be applied directly in action**.

*« Understanding is not enough. Skills develop **through experience, reflection and practice**. »*

Key Skills

Depending on your challenges, each Masterclass is designed to **develop one key skill that can be directly applied in everyday situations**. Designed and facilitated by Jonathan Lobert, the four Masterclasses can be **taken individually or combined as part of a single development journey**.

01 COLLABORATION TURNING SHARING INTO PERFORMANCE

From Competition to Cooperation

Make sharing and cooperation **powerful levers for better decisions, greater expertise, faster learning and collective progress**.

WHAT YOU DEVELOP

More fluid cooperation, a **shared language** and **stronger collective intelligence** in the service of performance.

02 DECISION-MAKING DECIDING WITH CLARITY IN UNCERTAINTY

The Art of Deciding in Uncertainty

A method to **analyse a situation, commit at the right moment and adjust your choices** when information is incomplete and the context is evolving.

WHAT YOU DEVELOP

Clearer trade-offs, greater **clarity under pressure** and **better shared decisions**.

03 FEEDBACK TURNING EVERY CONVERSATION INTO AN OPPORTUNITY TO IMPROVE

Feedback That Drives Progress

Develop a culture where everyone **speaks openly, learns from experience and turns every piece of feedback into progress**.

WHAT YOU DEVELOP

A team that **learns faster, builds greater trust** and uses **debriefing as a driver of growth**.

04 ENERGY MANAGING YOUR ENERGY FOR SUSTAINED PERFORMANCE

Perform Without Burning Out

Understand stress, **regulate your level of activation and recover between periods of intense effort** to sustain performance over time.

WHAT YOU DEVELOP

Better-managed energy, greater clarity under pressure and **sustainable performance**.

How a Masterclass *Works*

Each Masterclass combines **practical input, real-life situations and cases drawn from your organisation**. It uses diagnostic tools that enable each participant to **assess their current position, identify areas for improvement and measure their progress over time**.

STRUCTURE OF A MASTERCLASS DAY

Assessment and Positioning

A self-assessment tool helps each participant identify **areas for improvement**.

Input and Frameworks

A clear method and practical frameworks, illustrated with concrete examples.

Real-Life Practice

Experiment in conditions close to reality to embed learning through practice.

Debrief and Learning

Analyse the experience and draw out transferable lessons.

Individual Action Plan

Formalise concrete commitments that can be applied immediately back at work.

WHAT PARTICIPANTS TAKE AWAY

A clear assessment of where they stand and where to improve.

A method and practical frameworks that can be reused in everyday situations.

A shared language, used across the entire team.

An individual action plan, ready to be applied at work.

Measurable progress, supported by a follow-up session and a new assessment at D+90.

MEASURING PROGRESS OVER TIME

Before

A scoping discussion to fully understand your challenges and those of your team.



On the Day

Assessment, sharing of experiences, real-life practice and an individual or collective action plan.



At D+90

A follow-up session by videoconference to measure progress, review developments and embed learning over time.

01 From competition to cooperation

TURNING SHARING INTO COLLECTIVE PERFORMANCE

« *The best teams are not those that bring together the best talent,
but those that learn to improve together.* »

Collaboration relies neither on goodwill nor on chance. It is built **through methods, practices and habits** that enable teams to learn and improve over time. This Masterclass gives participants **practical frameworks to turn sharing into a powerful driver of collective performance.**

TOPICS COVERED

The mechanisms of cooperation: what supports it and what holds it back.

Knowledge sharing: ensuring information and expertise flow effectively.

Internal silos and competition: moving beyond zero-sum thinking.

Collective intelligence: turning diversity into an advantage.

A culture of sharing: embedding sustainable practices into everyday work.

SKILLS DEVELOPED

Build a **climate of trust** that encourages sharing.

Ensure **the right information** flows at the right time.

Turn internal rivalry into an opportunity for **collective learning.**

Build a **shared language** that can be used every day.

Make cooperation **a collective reflex in action.**

HOW IT WORKS

WHO

Executives, managers and teams.

FORMAT

In-company, in person.

GROUP SIZE

Around 15 participants.

DELIVERY

Designed and facilitated by Jonathan Lobert

DURATION

One day (7 hours) + D+90 follow-up.

LANGUAGES

French or English.

« *Collaboration is not an intention.
It is a skill that can be developed.* »

02 The art of deciding in uncertainty

DECIDING WITH CLARITY IN AN UNCERTAIN ENVIRONMENT

« We don't choose the future. *We decide what comes next.* »

Uncertainty is part of every important decision. What sets the best decision-makers apart is not their ability to predict the future, but their ability to **analyse a situation, commit at the right moment and adjust their choices as the context evolves**. This Masterclass provides a **practical method for making clearer decisions in complex environments**.

TOPICS COVERED

Decision-making under uncertainty: acting with incomplete information.

Decision-making biases: recognising what can distort our judgement.

Complex trade-offs: setting priorities to simplify decisions.

Risk management: distinguishing between risk-taking and taking a chance.

The decision-maker's responsibility: owning decisions and learning from them.

SKILLS DEVELOPED

Make methodical decisions when information is incomplete.

Make trade-offs under pressure without compromising the quality of analysis.

Separate what matters from the noise to decide quickly without deciding poorly.

Share the intent to align and engage the team.

Own your decisions and adjust them as action unfolds.

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« You don't learn to predict. *You learn to decide.* »

03 Feedback that drives progress

TURNING EVERY CONVERSATION INTO AN OPPORTUNITY TO IMPROVE

« We don't improve by sailing alone. *We improve by listening to our wake.*»

Feedback is more than a conversation or an occasional comment. When structured effectively, it **builds trust, accelerates progress and develops autonomy**. It becomes a powerful **driver of collective progress**. This Masterclass provides **a practical method for building a lasting feedback culture**.

TOPICS COVERED

The conditions for effective feedback: what makes it useful, clear and constructive.

Briefing and debriefing: preparing for action and analysing what happened.

Learning from experience: turning every situation into an opportunity to learn.

Barriers to feedback: avoiding difficult topics and personal criticism.

A culture of progress: making feedback an everyday habit.

SKILLS DEVELOPED

Prepare, give and receive constructive feedback.

Turn judgement into useful information.

Combine high standards with support to drive progress.

Make collective debriefing a habit for continuous improvement.

Learn faster by drawing lessons from experience.

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« The best teams *learn faster than the others.*»

04 Performing without burning out

MANAGING YOUR ENERGY FOR SUSTAINED PERFORMANCE

« Performance does not come from the absence of stress,
but from the right level of activation. »

Stress is not always the enemy. When properly understood, it becomes **a driver of engagement, focus and performance**. The challenge is learning to **read your state, activate at the right moment and recover between efforts**. This Masterclass provides **a practical method for sustaining performance in demanding environments**.

TOPICS COVERED

The mechanisms of stress: understanding what happens under pressure.

Activation levels: finding the right level to act with clarity.

Recovery cycles: alternating effort and recovery to sustain performance.

Managing effort: adjusting your level of engagement to preserve resources over time.

Emotional intelligence: maintaining sound judgement as pressure increases.

SKILLS DEVELOPED

Read your state and **regulate your energy** day to day.

Activate at the right moment and **stay clear-headed under pressure**.

Recover between efforts to **sustain performance over time**.

Recognise signs of overload and adjust your level of engagement.

Balance high standards, commitment and recovery.

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LANGUAGES

French or English.

« Work with your energy, *not against it.* »

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

A four-stage *approach*

Each intervention can be a starting point for a broader approach. These four stages can be combined according to your priorities to create lasting impact on **leadership and collective performance**.

01

INSPIRE

Keynotes

Create a shift in perspective

A signature keynote to inspire leaders, engage teams and open up new perspectives.

« Sharing is winning ! »

Bespoke topics

02

EXPERIENCE

Immersive Experiences

Learn through action

Place teams in real-life situations to reveal decision-making, collaboration and performance under pressure.

Two immersive experiences

03

TRANSFORM

Executive & Team Advisory

Create lasting transformation

Long-term individual or team advisory to embed new ways of working.

Executive Leadership

Collective Performance

Executive Committee

04

DEVELOP

Masterclass

Build lasting capabilities

Four masterclasses designed to build key capabilities that can be applied directly in day-to-day work.

Collaboration

Decision-Making

Feedback

Energy

YOU ARE HERE

Every intervention is a starting point within the same broader approach.

EXPLORE THE APPROACH

jonathanlobert.com

DISCUSS YOUR CONTEXT

calendly.com/jonathanlobert/



BOOK A CALL

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*Some skills cannot simply be taught.
They need to be developed and put into practice.*

Let's develop them together.

