

Nathalie Charette



HR Optimization expert,
executive coach, and facilitator

Learning Services
and Talent Management

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People are the most powerful strategic lever in any organization and real transformation happens when the way we think, collaborate, and make decisions evolves.
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Biography

Nathalie Charette is an HR Optimization expert, executive coach, and facilitator with over 30 years of experience supporting organizations, leaders, and teams, primarily within the public and parapublic sectors, in contexts of transformation, operational pressure, and evolving management practices.

Recognized for her ability to combine strategic rigor with a human-centered approach, she designs and delivers training programs and provides coaching to managers and teams to support sustainable and engaging change. Her work focuses on positioning the human dimension as a concrete driver of organizational effectiveness by influencing how people think, collaborate, and make decisions.

She works primarily in leadership development, change management, optimization of management practices, and team effectiveness. Her integrated approach combines training, individual and team coaching, and self-assessment tool drawing on neuroscience, emotional intelligence, and leading practices in leadership development.

Nathalie also supports organizations in the non-profit and private sectors across Canada, bringing broader perspectives that enhance her ability to adapt solutions to the realities of the public sector.

She is known for her ability to quickly build trust, engage teams, and translate human challenges into clear, actionable strategies.

Founder of Optimisation RH, she is accredited by SICPNL and a member of RITMA.