TRIGONE signifies a triangle; the strongest geometrical structure.

In performance improvement and strategic management, the triangle signifies mobilization.

This symbol is also the fornix which links the two halves of the brain and it is this intrinsic link between the logical and creative aspects of the brain which we value.

For us at Trigone, the triangle represents solidity, reliability, and the spirit of camaraderie that drives our team.

OUR MISSION

TRIGONE contributes in a unique way to optimize your organizational performance by harmonizing your business strategies and human resources as well as your technology and processes, to create a significant and sustained increase in the value of your organization.

OUR VALUES

The values promoted by the Trigone staff are:

- Respect
- Commitment
- Passion
- Excellence
- Client satisfaction

LES GRANDS PRIX QUÉBÉCOIS DE LA QUALITÉ 2011

In the category of independent SME, Trigone is the winner of a Grande Mention des Grands Prix québécois de la qualité. The Grands Prix québécois de la qualité are the highest awards given annually by the Quebec government to private companies and public organizations that distinguish themselves by the quality of their management and their overall performance. The organizations that participate are subject to an extremely thorough and rigorous examination of their business affairs (strategy, processes, customer service, staff development, and quality).

In 2011, Trigone was the only organization in Quebec to receive this unique distinction.
OUR APPROACH

Excellence, innovation and quality are the hallmarks that distinguish TRIGONE from others.

Our practical, and participatory and motivational approach and our focus on results are appreciated by our clients. TRIGONE accentuates the development of best practices in all areas of our expertise.

We advocate an integrated approach that allows the development of an intervention which is tailored to meet the real needs and current context of every client, thereby facilitating the achievement of results. We offer a personalized, flexible and diversified service. This allows us to establish with our client, right from the start of the project, the criteria for success and achievable results.

Our approach provides concrete results because it integrates all the levers which facilitate a successful outcome of the project.

BEST BUSINESS PRACTICES

Whatever the project may be, our model of performance management allows us to compare your management practices to the management practices of high-performing organizations.
Our consultants propose an approach based on the mobilization and full involvement of your team. We are sure that the knowledge is already within your organization. Our contribution is in the application of proven processes and sharing best business practices from each area of our expertise. Our consultants each have their individual fields of expertise and, from the needs analysis, we can identify the best resources to utilise to assist you.

**REIGNITE YOUR PASSION**

**Strategic Planning**
A preliminary diagnosis can identify the issues facing your organization. Then, through a mobilizing approach, our team works with you on short and long-term planning. Our efficient and dynamic tools enable strategies to be rapidly integrated by the team. The plan of action is practical and realistic.

**Change Management**
Our speciality is to aid organizations who want to re-invent or improve themselves. Our team supports you in the management of change at all levels of the organization; from the strategic planning of change through to operational implementation.

**Executive Coaching**
Individual or team coaching. Whatever its format, this program is for managers and teams who believe that coaching is the key to attaining strategic objectives.

**CONTINUOUS IMPROVEMENT REINVENT PERFORMANCE**

**Lean Training (Lean Six Sigma)**
We offer a full certification in continuous improvement, consisting of five levels of training, ranging from awareness of Lean through to a Master Black Belt in continuous improvement.

**Implantation of a Lean Toyota Way culture**
Based on the concept of learning in action, the implementation of a Lean culture is composed of training which is accompanied by simulations that assist in the understanding of Lean concepts and tools. Improvement projects follow the training in order to complete the training and support the achievement of ambitious strategic objectives.

**Diagnostic of processes / production**
The profitability of an organization depends largely on its production. Our team helps you to identify opportunities to improve your productivity by carrying out a complete diagnosis. This production diagnosis provides a definition of the current situation and allows the development of an action plan to ensure that your production processes are efficient.
Staff training is key to the short and long term success of every business.

**Executive leadership**
The expectations facing today’s leaders requires continuous development of leadership skills. This is a program to develop the leadership of leaders and their teams, based on best practices.

**Governance**
The program allows the rules of the game to be mastered and best practices to be established, including the presentation of governance models, the legal, ethical and financial aspects, as well as the strategy and risk management.

**Succession**
The program of succession management “Trigone Academy” includes the identification of successors, training, coaching, the transfer of expertise in development, and management of the succession by HR experts.

**Diversity**
Diversity is an engine for economic and social innovation. Therefore, openness to diversity is now a strategic issue for business success. The training allows participants to assess all the issues (images, communication and performance).

**Team consolidation**
The commitment, mobilization and synergy of your team’s strengths is based on individual and collective evaluations and re-evaluations, training and committed support programs and coaching. In this regard, DETOX is a program of detoxifying a work environment that has been contaminated by the normalization of deviances (tolerating the intolerable).

**Leadership Program**
This program on “Lean Leadership” was developed to include the skills that address the three pillars of a successful organization: strategies, processes and human capital. These skills are discussed in a context of movement, since the organization is in a process of continuous improvement to adapt to organizational change and the markets, in addition to adapting to a new generation of workers and cultural diversity.

**Brand leadership**
In order to help you to position your organization as a brand leader when the job market has become more and more competitive, our program helps you identify the best practices to attract and retain talent.
Several other products and services are available and can be adapted to your needs. Please don’t hesitate to contact us for further information.
PROOF OF OUR COMMITMENT TO OUR CLIENTS

Throughout the year, we evaluate our level of client satisfaction. This evaluation is undertaken by an independent organization and follows precise and measurable criteria. For ten years, thanks to this system, hundreds of clients have shown their appreciation and satisfaction of the service we offer. For over five years our level of client satisfaction has been more than 90%.

A sample of clients who have trusted us:

Abbott Canada
Base militaire de Valcartier
BPR-Bechtel
Canadian Tire
Centre Jeunesse du Saguenay–Lac-Saint-Jean
Compagnie minière IOC
Concessionnaires automobiles (Toyota, Volkswagen)
CSSS de Chicoutimi
CSSS de Jonquière
CSSS Pierre-Boucher
École nationale de Police de Nicolet
Fonds de Solidarité FTQ
Hydro-Québec
MDEIE

Réseau de Transport de la Capitale
Réseau québécois du crédit communautaire
Rio Tinto
Rio Tinto Alcan
Samson, Bélair/Deloitte & Touche
Shell Canada
Société Radio-Canada
Sohar Aluminium
Sûreté du Québec
Sûreté municipale de Trois-Rivières
TOTAL (France, Asie, Afrique)
Ultramar Raffinerie Jean-Gaulin
Veolia
Ville de Saguenay
Xstrata Nickel – Mine Raglan

TRIGONE, IS... 50 consultants including 30 senior consultants who have experience of more than 15 years in organizational management in Canada and internationally.