



Name	<b>Christian Routin</b>
Nationality	French
Profession	Human Resources / Training Consultant, Coach in Soft Skills and Cross-culturality, English and French Teacher.  20 years of international experience in Education, Business Management and Hospitality.
Languages	French, English, Italian, German, Vietnamese

His motto: **“Help others to achieve their desired positions, and overcome their cultural differences.”**

## Background

Christian Routin’s working experience has been developed in three different areas:

- In Business Management: He co-created and co-managed two companies in The Netherlands and in Germany, in the textile retail and in the internet industry.
- In the Hospitality Industry: He worked for companies such as Club Med, Hilton Hotels and Sodexho in France, Italy, Spain, Germany, the Maldives, Thailand and Malaysia, with international teams, using up to four languages.
- In Education: He has worked as a Teacher, Tutor, Instructor, Trainer, Coach for a multi-cultural and multi-lingual public, with children and adults, in French, English, Economics, Scuba diving, Soft Skills, with intercultural competencies in eight countries.

In 1991-1992, after achieving two Master Diplomas in Business Administration and Political Science in Paris, Christian worked in Hanoi as a Linguistic Attaché for the French Embassy. Back in Vietnam in 2009, Christian initially worked as an English and French (IDECAF) teacher before becoming recruitment Senior Manager for Navigos Group, managing a team of eight persons; some of his major tasks were managing, building, coaching and developing soft skills in his Vietnamese team.

In 2010, he started to work as a freelancer with the corporate sector and training companies in Vietnam, consulting in Human Resources, training, recruitment, designing and implementing corporate trainings. In May 2011 he was appointed by the CEO of the French company Officience, one of his former clients, at the position of Interim Head of Business Unit, managing a team of 27 Vietnamese staff and Managers.

## Personality

Christian was born in Saigon (Ho Chi Minh City) and lived 13 years in Vietnam. He is a mixture of French, Italian and Vietnamese.

He grew up in Saigon in a Vietnamese cultural environment until he was nine years old and then he moved to France. He has a double culture: French and Vietnamese.

He considers himself a **"Citizen of the World"**, open-minded type of person and very curious. He feels comfortable when he immersed himself in a multi culture and multi-linguistic environment. He has a lot of empathy and loves to analyze problems within the organizations, finding solutions in order to help them developing their staff through the trainings.

## Certifications

- Master Diplomas in Business Administration and Political Science.
- Dean Foster Associates certified Cross Cultural Trainer.
- Cross cultural Trainer Certification from IOR.
- Cross cultural Trainer Certification from Prudential.
- Certified Scuba Diving Instructor (PADI, CMAS and FFESSM).

## Partner and Membership

- Associate Cross-Cultural Trainer and Coach for the following renowned international companies: Dean Foster Associates, IOR Global Services, Crown Relocations, Prudential, ICUnet.AG, Culture Awareness International and Cartus.
- Soft skills associate Trainer for three local Vietnamese companies: SRI Consulting, Jet Set Vietnam and TUV Rheinland.
- Trainer for Edith Punt Consulting in the Netherlands.