



HOW TO WORK WITH INDEPENDENTS IN FRANCE

WITH THE CONTRIBUTION OF 30 EXPERTS

External Consultants, Freelancers and Consulting Firms

BY DANIEL PARDO



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Companies are increasingly calling upon the services of independent consultants. But what are the risks involved in working with an external consultant? How do you make sure the relationship isn't requalified as an employment contract? How do self-employed workers successfully fit into companies? These are just some of the questions a business leader might consider before calling in an external expert.

Companies looking to commission external contributors will find a step-by-step method and tools in this book, which is written for companies who would like to work with independents based in France and external consultants who, in the course of their assignments, enlist other independents. It will give you tools and tips to help you:

- understand the implications of your legal status,
- secure a relationship with an independent worker,
- start a project under the best possible conditions,
- bring a service to a close and ensure a smooth handover.

These best practices are based on the concrete experiences of thirty or so experts from different complementary backgrounds.

This book is derived from the last chapter of "Travaillez comme indépendant en mode mission" by the same author.

ABOUT THE AUTHOR



DANIEL PARDO

Aged 39, Daniel Pardo brings over 15 years of experience in French and international management, where he has optimized structures worth between M€20 and several billion Euros. He has directly managed teams of up to thirty people.

In 2011, anticipating changes in the labor market, he created a company that enables him to work as an interim manager for very large groups.

Daniel Pardo is the founder and manager of Flexi-Entrepreneur, an umbrella company. Every day, his job is to make work smoother between independent experts and companies. Assignment-based work is a real opportunity – and it was the motivation for publishing this book.

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The Author

Daniel Pardo is the founder and manager of Flexi-Entrepreneur, an umbrella company. Every day, he helps interim managers and experts work as independents with greater simplicity.

Assignment-based work is a real opportunity – and it was the motivation for publishing this book.

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Alain Bosetti - President of the Salon SME (trade show for entrepreneurs)

Alexandre Lecherf – Associate Director, IMT Partners

Aymeric de Jenlis – Associate Director, IMT Partners

Bernard Granier – Interim manager for the safety of people and property

Bertrand Riedinger – Vice-President, SNMT [*Syndicat National du Management de Transition*]

Carole Valenza – Director of Human Resources specialized in interim management

Catherine Mongénie – Director of Human Resources and President, Hauts-de-Seine ANDRH [National Association of Directors of Human Resources]

Christophe Etienne – President, Réseau Oudinot and Director of French Operations, Galderma International

Dominique Leymarie – President, Réseau Daubigny

Eric Beaudouin – President, Oasys Consultants

Eric Lamarque – Interim Financial Director

Gaël Guays – Interim Purchasing Manager

Géraldine Hurez – Project Coordinator

Gwen Chapman – Interim Financial Director

Hanna Vaaranen – Director of Human Resources

Hervé Allaire – Interim Chief Executive Officer

Isabelle Hiaux – Interim Purchasing Manager

Jacques van Robais – Associate Director, IMT Partners

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Laurent Péchinot – Director of Actuarial Services, Interim Manager

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Introduction

"When the wind blows hard, some build walls, while other raise windmills."
– Anonymous

The success of an assignment rests as much on a consultant's professionalism as on a company's preparation: such is the conclusion proposed in the book, "Travaillez comme indépendant en mode mission," which gives professionals a practical approach for undertaking long-term assignments in companies. But to make independent work easier, companies interested in hiring an independent expert need to be aware of the possibilities, challenges, and risks entailed by this way of working. It is the main motivation for writing this book.

Who is this book for?

If you manage a company or are a Director of Human Resources who would like to benefit from external consultants working in your company, this book is for you. Companies who have a one-off project needing attention, or which are reluctant to hire staff in a context of uncertainty (whether due to the loss or cancellation of a contract...) naturally tend to adopt more flexible solutions, conferring agility to their company.

¹ Companies, associations, public or para-public institutions

This agility can solve challenges, encouraging a company to develop resilience when faced with incertitude and change. Work with independents offers flexibility both to companies, and to contractors, allowing them to make adjustments as necessary. They may wish to extend their contract or conversely, to terminate it before it reaches its term.

Furthermore, as this book is available in English, it will be a helpful resource for foreign companies. In fact, what is the situation for foreign companies looking to hire an independent in France? They have a pressing need to grasp the legal, judicial, and economic context in which they will be working. Fully understanding all the implications of this way of working is crucial. With BREXIT, many companies are thinking of moving their head offices to France. But France has a reputation for being complex in terms of employment and labor laws. Governed by a legislation with a tendency for rigidity and considered to be particularly cumbersome from a fiscal and administrative point of view, foreign companies may have second thoughts about setting up in France. But there are solutions, which this book aims to give you.

Finally, if you are an independent working for a company and you need to call upon the assistance of colleagues, this book will help you, too.

Please note that the advice and tips offered in this book are primarily valid in the context of long assignments (lasting several months), but most of it is equally valid for shorter assignments (from several hours to several days).

Happy reading!

Daniel Pardo

Note: This book is based on the last chapter of "Travaillez comme indépendant en mode mission."

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