

GROWING THE NEXT GENERATION OF INTRAPRENEURS

Drakkar & Partners is a company that relies heavily on intrapreneurship. As a true incubator, Drakkar & Partners has fostered the development of several intraprises, including Trinet Transportation and Trinet Express. The enterprise's journey within the Intrapreneurial Initiative all began when company co-founder, Michel Blaquière, detected the qualities of a good intrapreneur in his son Nicolas.



Drakkar & Partners: A Birthplace for Successful Intraprisers

Over 25 years ago, Denis Deschamps and Michel Blaquière created Drakkar & Partners; today, the company is renowned for its specialized recruitment and strategic operational outsourcing services. Through active development, dynamic growth, and the creation of numerous divisions, Drakkar & Partners has grown to employ more than 1,200 people.

Drakkar & Partners has pushed for many intrapreneurial projects and their success is not due to chance — the company's management approach is clearly outlined in the organization's charter of values and oriented toward risk-taking, creative improvement, and empowering innovative ideas: *Achieving excellence through the desire to innovate and to surpass ourselves*. By focusing on intrapreneurship as a tool to re-energize their company, Drakkar & Partners has been able to capitalize on numerous business opportunities and remain at the forefront of their industry, while motivating employees and keeping competition at bay.

A Visionary Father & Determined Son

Nicolas's journey in the family business began when his father Michel Blaquière detected his motivation, ambition, and drive. In order to learn and understand all aspects of the business, Nicolas worked for numerous years in various departments ranging from Human Resources, Sales and Logistics, and at the young age of 23, he launched an intraprise of the family business: Trinet Lost & Ship.

Trinet Lost & Ship

Finding a lost item has never been so quick and easy: Trinet Lost & Ship helps people find and ensure the return of their lost or forgotten items at hotels in a simple and inexpensive way. Everyone has experienced that feeling of forgetting a valuable or sentimental item, so Nicolas created a mobile application to offer a solution to this common problem. In a few quick and easy steps, the app's user can register a lost or forgotten item. Not only does the app take inventory of items, but it also offers delivery of the item as a part of its array of services.

Trinet Lost & Ship has been able to simplify the management of lost items, save time, and offer extremely competitive prices by taking advantage of the resources from its parent company, Trinet Express, by capitalizing on their existing transportation services.

Drakkar

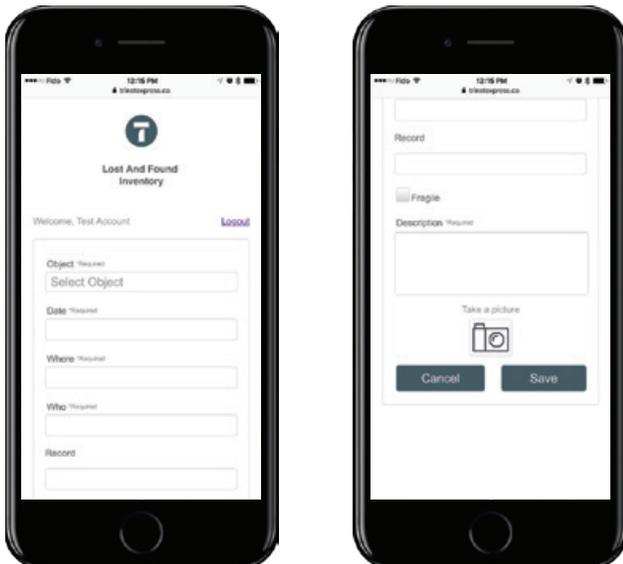


Michel and Nicolas's Intrapreneurial Experience

Nicolas participated in the first cohort of the Intrapreneurial Program with his father, Michel, as his mentor. From the beginning, the program helped the intrapreneurial duo connect through their values, ambitions and objectives, and facilitated project guidance in weekly meetings. They were exposed to a network of entrepreneurial experts and received coaching and consulting for best practices throughout the intraprise-creation process. Of all the tools provided, Nicolas found a lot of value in the Business Model Canvas, which enabled him to establish a concrete structure and identify his key priorities for beginning the project. Nicolas was also able to adapt, review, and rework his business model in real time amongst his peers and with seasoned experts, which helped create an end product, Trinet Lost & Ship, optimized for success.



Aside from the obvious training aspects that the Program offers, it also helps two generations face each other and find the keys to successful intergenerational communication.



Project Development and Journey Within the Cohort

Nicolas began his journey as a mentee eager to learn and motivated to succeed, with his father Michel as his mentor. With the evolution of the project, it made sense for the Director of Operations at Trinet Express to step in as Nicolas's next mentor so that they could complete the application's development. Nicolas still maintained weekly meetings with his father and attributes his entrepreneurial inspiration to him.

Thanks to the guidance and support of the Intrapreneurial Initiative, Nicolas was able to add a new dimension to his initial project without altering the core, and was able to create a solid foundation to launch his app and maximize its chances of long-term success. Nicolas was also able to keep his father's corporate vision and the parent company's values of excellence, passion, collaboration and determination preserved.