



***“Professional commitment”***

**by Frank Rouault, Phillip Pardo and Christian Drugmand**

**has just been published by AFNOR Éditions**

**Confinement and the Covid-19 crisis have profoundly changed our working habits. How will we work in the future? How can we realize ourselves? What attitudes should we promote? How are we going to behave? What capabilities can you exploit? So many questions that this book answers while offering us a real methodology on professional commitment!**

In this work, the authors dissect all the motivation keys to promote engagement and provide communication analyzes and improvement research.

The work is organized into four main chapters:

- the first deals with knowledge and the evolution of our professional context, in order to give a global perspective on personal and organizational transformations;
- chapter two develops interpersonal skills, drawing its roots in the notion of exemplarity, in the different models and theories of leadership and in the search for qualities put forward by those who have won the recognition of their peers at different times and on different continents;
- chapter three focuses on know-how and behavioral dimensions, in order to optimize our contribution in a complexity and permanent transformation, while maintaining a “constructive” perspective;



- finally, the fourth and last chapter leads the reader, on the basis of his personal reflection, to construct the way in which he wants to take the initiative to develop in the best interests of his own, those of others, of the community and of the planet.

A pleasant and informative book for all those who wish to open their eyes and build, brick by brick, their professional commitment of tomorrow!

#### Authors

**Frank Rouault**, DBA before creating and directing *Practical Learning the smart way to learn*, worked in France for Achieveglobal, in Europe for Herman Miller, and in North America for Goëmar International. Foreign trade advisor, he holds a doctorate in Business administration (GEM Grenoble), a specialized master's degree in entrepreneurship (GEM Grenoble) and a BBA in international trade (ESSEC). He has published more than twenty books with AFNOR Éditions, including *100 questions to understand and act – Crisis management, Employability and flexicurity – Job security, Understanding and preventing psychosocial risks by eradicating harmful practices, Building success – The motivation of people is the future of the company*, and *Optimal management – Reconciling performance and well-being at work...*

**Phillip Pardo** is Associate Dean and Full Professor of Accounting at the Graduate School of Management, Ritsumeikan Asia Pacific University (APU) in Japan. His research focuses on innovation, resilience and engagement in accounting. It also explores the management contributions of the many traditions of chivalry and analyzes their virtues by proposing a new MAP (Mastery, Altruism and Passion) model for the application of these virtues to business practice in the modern era. He has taught at various universities around the world, and his course work translates industry and government experience in auditing, tax and consulting (Deloitte Tohmatsu, Toyota and the Pentagon) into a practical but academically sound education. His research has been published in various international journals. A recent book *Mastery-Altruism-Passion Model: Return to Knightly Virtues in Business* explores the basics of the MAP model.

**Christian Drugmand**, recently retired, has worked through all human resources functions. He has always demonstrated a strong interest in training, employability and skills development. In particular, since the 1990s, it has built and implemented a system for forecasting management of jobs and skills on production sites and developed professionalization courses in collaboration with AFPA and GRETA. He has also supported many students through tutoring. He was responsible for training at the Vivendi Group headquarters and worked on themes such as GPEC, construction of professional projects, professional interviews, prevention of psychosocial risks, well-being in the workplace, commitment and the necessary evolution human resources in the face of recent technological developments (virtual reality, data, etc.). Today he is passionate about writing and engages in research on the history of France and the history of the city of Paris.



> ISBN : 978-2-12-465745-2 – 96 pages – 17.06 € excl. VAT  
> Publication: September 2020  
> [Access the online store](#)

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