



SYNTROPIA

A C A D E M Y

Europe · Americas
FR · EN · ES

Inspiring Change.
Elevating People.



Executive Coaching · Equicoaching · Somatic Wellbeing

Serving the Entire System Leading with Impact

1

Emotional intelligence becomes a leadership asset.

Leaders with real impact aren't just technically strong — they read the room, stay regulated under pressure, and bring others with them. It's a learnable skill that changes everything.

2

Great leaders grow from the inside out.

People stepping into leadership carry both strengths and blind spots; those who grow fastest are the ones who become curious about both and work on what's underneath.

3

Team cohesion is built, not hired.

Teams that perform consistently share one thing: a leader who makes people feel seen, supported, and purposeful. Culture isn't a policy — it's what happens when the leader walks in.

The quality of your leadership is felt in every interaction, influencing dynamics of the entire system.

Horses Don't Lie.

The horse responds only to what is genuinely present. It cannot be managed, convinced, or deceived by performance.

That is precisely why it works.



That's what I've been doing to my team, isn't it?

The manager had been speaking for eight minutes, frustrated that his team wouldn't fully engage. During the session, the horse responded the same way — avoiding every command, whether through rope, body language, or voice. The more he pushed, the more the horse resisted.

As he was guided to observe instead of control, something shifted. He paused, truly looked, and chose to step back and make space. The horse moved to the opening, paused, then returned to him — and stayed.

“That's what I've been doing to my team, isn't it?”

He understood his own behavior triggers the level of the team's commitment and could transform it right away.

This is what equicoaching is about. Mirroring. Authenticity. Real instant feedback. No judgment. New behavior shift.

What Becomes Possible

Presence Gap Closed

Accountability Felt

Trust Rebuilt

Patterns Dissolved



www.youtube.com/@horsecxn

Two Founders. One Conviction.



Loïc Florentin

ExecutiveCoach · NLP
· Equicoach

I grew up in Venezuela, adapting early to new cultures and languages. Over time, this gave me the ability to quickly sense what is real in any room — across people, hierarchies, and situations. Having worked with global teams and built companies myself, I understand the pressure leaders carry and remain focused on what truly lies beneath every conversation.

- Executive Coach · Generative & Systemic
- Equicoach · IFIE certified · Linda Kohanov lineage
- NLP Practitioner · Symbolic Journeys
- 4 languages: FR · EN · ES · DK
- 12 cities · 3 continents · Multicultural leadership



Natacha Florentin

Naturopath · NLP · Somatic

I've worked with people who deliver excellence and carry its cost. I understand that pressure — and how the body signals it early. I bring a personalised approach based on each team's reality, starting with the nervous system and addressing body, mind, and emotions — because true leadership is built on awareness, values, and authenticity.

- Naturopath · FÉNA, AFNAT certified
- École/Esculape · Aix-en-Provence
- Somatic work · Breathwork · Nutrition
- Sound healing · Singing bowls
- NLP Practitioner · Symbolic Journeys
- 3 languages: FR · EN · ES

Real means accountable — to your people, your decisions, and the honest difference between who you intend to be and who others actually experience.

Four Methodologies. One Integrated Transformation

The conversation that changes.

Generative Executive Coaching

For individuals and groups.

We uncover deeper needs, release limiting beliefs, and turn clear intentions into action — for individuals and teams, one-to-one or in groups.

- Limiting beliefs released
- Intentions clarified
- Individual or 3–6 month programs
- Groups and leadership teams

Horses don't lie.

Equicoaching

The mirror of truths.

Face to face with the horse — no riding needed. In 90 minutes, leaders experience what months of coaching cannot, because the horse responds only to what is truly present.

- Presence and impact in one session
- Trust built quickly
- For individuals or groups

Below the words.

NLP & Symbolic Journeys

Unconscious beliefs driving decisions.

Most coaching stays cognitive. We work at the source — dissolving deep patterns using neuroscience-backed methods.

- Root patterns dissolved
- Deep personal and professional shifts
- Succession, culture, identity changes

Body intelligence & nervous system first.

Naturopathy & Somatic Work

No growth from depleted nervous system.

Natacha works at the physiological root — regulating the nervous system and restoring balance. The body leads, rebuilding sustainable presence from the foundation up.

- Physiological reset — full capacity
- Burnout prevention in teams
- Health as a leadership asset

Clients Include

Deloitte

Equicoaching · Managers & Directors · Paris

Pernod Ricard

Health Prevention · Quality of Life at Work

Chanel

Wellbeing @ work · Luxury Retail Europe

Richemont

Executive Coaching · Equicoaching - Americas

IMD Business School

TEDX · Health Nutrition @ work

Experts & Consultants

Leadership · Executive Coaching

Baumannière

Luxury Hospitality

High Performance has a Hidden Cost

The organisations we work with are high-performing.
Their people are paying for it.

Europe

13%

of employees engaged at work

Gallup Global Workplace Report · 2024

United States

31%

engaged — a 10-year low

Gallup · 2024

Engagement Uplift

x4

when leaders connect purpose to work

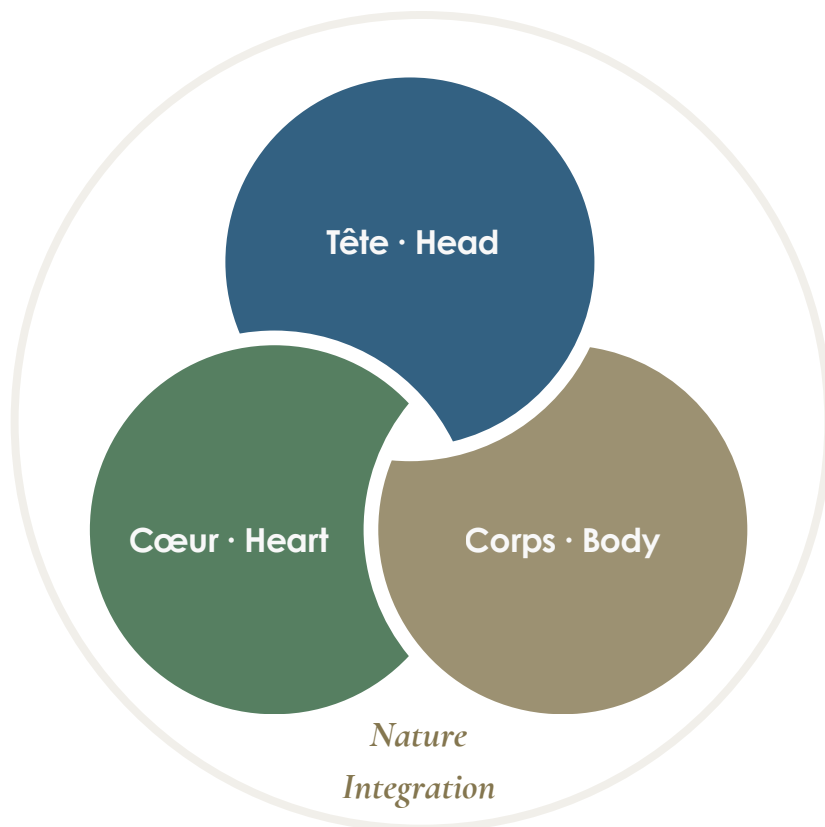
McKinsey Purpose Survey · 2021

This is the gap Syntropia was built to close.

Not just perform better Become more of who you are capable of being

Syntropia /sɪn'trɒpiə/

The tendency of living systems to move toward greater complexity, wholeness and coherence. The opposite of entropy.



Tête · Head

Executive Coaching
NLP · Symbolic Journeys



Cœur · Heart

Equicoaching
Relational intelligence



Corps · Body

Naturopathy
Somatic · Wellbeing

Leadership does not Translate Automatically

What works in Paris breaks down in Mexico City. What commands respect in London creates distance in Caracas.

The higher the stakes, the more culture shapes what is heard — and what is felt.

What we bring

- Loïc grew up on three continents — Paris, Caracas, Copenhagen.
- Coaching delivered in French, English and Spanish at nuance level.
- Network of 100+ certified coaches across Europe and the Americas.

Who it's for

- Executives leading multicultural or multilingual teams.
- Organisations expanding internationally or post-merger.
- Leadership teams where culture is creating friction or distance.

Why it works

- Most coaching firms are mono-cultural, even when they claim otherwise.
- Somatic and horse-based work bypasses language barriers entirely.
- Cultural intelligence is not taught.



Your People need more than another Training Program

You already know what is not working. The engagement surveys confirm it. The root is deeper.

HR Directors bring us



Managers bring us



We deliver



Every Program begins with a Conversation

We do not send proposals before we understand what is actually happening. The first step is always a 30-minute call — no preparation needed, no obligation.

Executive & Team Coaching



Best when:

Sustained change in leadership behaviour, team dynamics, or culture — over months, not days.

Individual · Team · Group · 3 to 12 month journeys · Weekly or fortnightly · In-person or video

Equicoaching & Symbolic Journeys



Best when:

Something needs to shift at depth — a pattern that talking about has not changed.

Individual · Team · Workshop · Single sessions to multi-day immersions · 4 to 10+ participants

Naturopathy & Somatic Wellbeing



Best when:

Performance is being undermined by physical depletion — burnout, stress, sleep disruption.

Individual · Corporate program · Standalone or embedded in a broader coaching program



Which Path is right for your Situation?

Most clients arrive not knowing which modality they need. This is a starting map — not a prescription. Every conversation begins by listening.

A leader who performs but doesn't connect

Equicoaching

A pattern that won't move

NLP & Symbolic Journey

Running on empty

Naturopathy & Somatic Work

A team that doesn't function as one

Team Coaching + Equicoaching

Sustained culture or leadership change

Executive Coaching Program

Not sure yet

Start with the 30-min call



The Conversation begins where this Brochure ends

Our core value is based on human exchange.
Let's have this conversation now!

We design with you the program that truly fits your needs.



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