

LAURENDEAU & ASSOCIATES

TRUSTED ADVISORY

L&A Expert Network Frequently Asked Questions

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Laurendeau & Associates
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1. About Laurendeau & Associates

Laurendeau & Associates (L&A) is a boutique Strategy Management Consultancy, based in San Francisco with presence in Addis Ababa and London, whose purpose is to advance the power of technology to create lasting socio- economic impact in low- and middle-income countries, with a bias towards Africa.

L&A provides strategic advisory to decision makers in the private sector, governmental and international development institutions.

2. About Le Circle

What is Le Circle and why was it launched by L&A?

Le Circle is a global, curated and strategic expert network that connects L&A's clients in low- and middle-income countries (high-level government officials, decision makers in leading organizations in the private sector, leaders from startups in growth stage, leaders from international development organizations) with world-class experts and professionals, from C-level executives, technology disruptors or management consultants, to subject matter experts from very broad thematic areas, in public and private sectors. Le Circle is composed of experts with on average 20 years of experience, commanding high billable rates, with the potential to respond to the immediate needs of L&A's clients.

In 2022, Le Circle was launched with Ethiopia as a pilot phase. Ethiopians are present in many countries around the world, and all want to contribute to the growth of their country in their respective fields. There are many experts and very highly skilled professionals who want to engage with their home country regularly. In January every year, most Ethiopians living abroad come back to Ethiopia and explore ways to professionally engage in the country. Le Circle will essentially become a digital reverse brain drain and will ensure this engagement sustains in February and until December. Ethiopia is growing rapidly, albeit some challenges, and the country needs now more than ever subject-matter expertise in specific fields e.g.,



private equity, corporate restructuring, international arbitration/litigation, digital transformation, investment banking, fund management, talent development, cybersecurity, PR, smart city etc. in all verticals Agri, Health, Medical Devices, Tech, FMCG, Aviation, Telecom, Transportation, etc.

How does Le Circle work?

There are different ways for our clients to engage with our expert network: it could be over a phone call, for a pitch, or sharing insights over a set number of hours on a specific engagement.

Each consultation engagement is treated as a unique advisory project supporting clients on every stage.

Each expert is unique within Le Circle; L&A strives to build long term relations with our experts based on mutual trust and commitment.

Each expert has an individual profile which allows us to match profiles to a particular engagement. When L&A receives an inquiry matching one of our experts' expertise, we reach out to inform about the opportunity.

Who are Le Circle's clients?

L&A's clients are high-level government officials, decision makers in leading organizations in the private sector, leaders from startups in growth stage, or leaders from international development organizations)



3. Terms and Conditions (T&C) / NDA

What are your Terms and Conditions?

You can find the Terms and conditions on our website -
<https://www.laurendeauassoc.com/terms-and-conditions.html>

If I first engage with a client through Le Circle, can I reach out directly to that client to discuss additional work?

If Le Circle introduces you to a client, we ask you to abstain from such contact or any additional individual work for the client in question for a period of one year.

If I had an existing relationship with a client prior to joining the Le Circle, am I allowed to continue my consulting work for them outside of Le Circle?

Yes, you are - we only ask that you abstain from pursuing additional consulting from organizations that we first introduced you to.

When I join Le Circle's network, can I do any consulting work for other companies?

You may continue to work with your current clients and any new clients that you will have engaged through your own sources. Should you pursue any new project with the Client introduced by Le Circle, we ask that you do so through L&A and apply our T&C/ NDA.



4. Expert relation with Le Circle

Does Le Circle share my profile?

Once you submit your resume with us, you acknowledge that your profile can be shared with our clients (and only with our clients). Your contact details will NOT be shared with any other third parties, and remain only with Le Circle

To learn more, please visit our Privacy Policy-

<https://www.laurendeauassoc.com/privacy-policy.html>

What is the cost of joining the Le Circle?

Once we receive your resume, we place it in our database free of charge. It does not require additional action on the Expert's side.

5. Phone consultations

How do I prepare myself for the call?

In most cases, no specific preparation is needed.

Only in some cases, we will reach out for a prep call with LA& or we will share with you a list of topics/ questions to be raised during the expert call. This will give you an idea of what to expect during the consultation.

What does a typical engagement process look like step by step?

Once we reach out to you with the project's details and confirm your interest in participating in the phone consultations, we share your profile with the client. After carefully reviewing your profile, our client shares their feedback with us. L&A comes back to you with information on whether or not you have been shortlisted.

The timeline may vary depending on the project, but we always make sure to stay connected with our experts and inform them about any updates. In the case of a positive feedback, we will reach out to you right away to take care of the logistics and schedule the phone consultation.



How do the logistics of a phone consultation work?

Le Circle's team will do it for you. Just share with us your availability, time preferences (including time zone) and you will receive a confirmation as soon as possible. The phone consultation is between the expert and the client; Le Circle does not take part in it, unless the client asks for the transcript of the call.

What communication platform does Le Circle use?

Le Circle uses most of the common communication platforms. It is up to the client to choose between Zoom, Google Meet, Teams, WebEx etc.

Once the call is confirmed, you will receive an invite from our team. If you do not have the required tool, you will be redirected automatically to access the call via the browser, however we suggest you download the given application.

How long does a call last?

We work on a minimum 1-hour slot. If a call takes more than an hour, an expert will add 15/30/45min slots, as opposed to an additional 1 hour.

How many phone calls does the client usually require?

It depends on the consultation, but usually it is a 1-2h consultation. In some cases, especially if the client's feedback was very positive, you will be asked to provide several consultations.

How do I reschedule a consultation?

To reschedule a consultation, you can email Le Circle team directly for us to manage the coordination.

What if the client is not satisfied with my answers?

We have a 10-minute grace period. If an expert does not provide the required answers in the first 10 minutes, the client will have a chance to call off the consultation free of charge. The expert also has a right to call off the call in the first 10 minutes – if they deem the questions asked by the client to be out of the scope of their expertise.



6. Contracts and NDA

Am I obliged to sign an NDA?

By acknowledging the Terms and Conditions you sign an NDA. Depending on the type of engagement, a further NDA may be signed directly with the client.

Do I sign a contract with Le Circle or with a client?

A contract is signed either directly with our client or with Le Circle, depending on the type of engagement. In the case of phone consultations, the contracting is done directly with Le Circle (through the Terms and Conditions form).

Can I share any non-confidential documents with the client?

Any non -confidential documents can be shared if you or your company have no specific confidentiality agreements. If you are unsure, it's safe to assume that you should not disclose it. We understand that you might be restricted from revealing certain non-public information, data- you will not be asked uncomfortable questions.

Can I share any details of my client consultations?

No - the details of your consultations with the client are to be kept confidential. Client's identity and the subjects of your consultations are not to be disclosed.



7. Payments and Fees

How do I know how much to charge for the consultation?

If you do not have a predetermined hourly rate, Le Circle can make a suggestion based on years of experience, functions and positions held and the specific insights of the expert.

Can I charge for preparation time prior to the call?

If agreed with the client, and the complexity of the call requires so, the expert can also charge for the time spent on preparations. The wait time during the call is not compensated.

In the case of a phone consultation will I be paid by L&A or the client?

L&A is the contracting side for the call, thus any administrative and financial matters are handled directly between L&A and the expert.

Can I direct the payment for a phone consultation to my company?

We can process the payment based on your individual invoice or company invoice. It is up to you as to how you want this payment to proceed.

How do I get remunerated for a phone consultation?

An L&A representative will get in touch with you once the consultations are completed and lead you through the invoicing and payment process. Payments are executed in 7 working days after approval of an invoice. We use secured international wire transfers and remunerate in USD

How do you calculate my invoice?

Phone consultations are compensated based on hourly fee and time spent on a call. We ask you to keep track of the engaged time.

Am I required to pay the local taxes and bank fees?

You are solely responsible for your local taxes, if applicable.



8. Expert Support

Do you have expert support?

Our team of analysts is ready to assist you at any time, with any doubts or questions you may have. You can always email us and we will respond in 24h.

How can I communicate with Le Circle to discuss my engagement in more detail?

We are happy to answer any questions that you may have and guide you through the process. If you prefer having a call, our Le Circle team will be happy to connect with you directly. Just reach out to our team and we will schedule a suitable time to speak.

I just completed my first consultation with Le Circle, what's next?

We hope you have had a wonderful and fruitful experience with providing your consultation via Le Circle. We want to thank you for participating in this process and your engagement. In an effort to stay in touch with talented experts such as yourself, we have created an internal database which you are now a part of. This allows us to reach out to you when an opportunity matching your expertise arises.

How can I receive feedback from my engagement/consultation?

To continuously improve our services and the quality of our network of experts we would love to hear your feedback from the consultation and the engagement process.

We usually receive client's feedback as well, thus will share with you whenever applicable.

Further engagement and referrals

What if I am interested in more expert calls?

Le Circle works on a project basis, thus that depends in large part upon the requests made by our clients. Each time we see a suitable opportunity for you, we will reach out. The expert decides on the burden of commitment; we are always glad to continue our work with the experts. Le Circle makes no guarantees with respect to the number of projects.



Can I refer another expert to your network?

We are always willing to work with new high-profile experts. We will be delighted to receive your referrals. If you would like to refer your colleague, he/she can subscribe to our network via the online form at:

[Become an Expert](#)

[Become a Client](#)

Will I be paid for a referral?

Once an expert you recommend is engaged for a project with one of your clients (or vice-versa), you will receive a one-time remuneration package of 50 USD.

9. Contact Information

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