

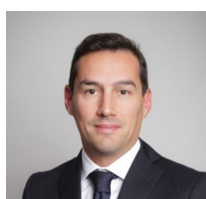
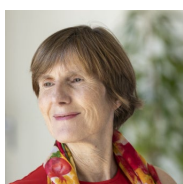
HTP Group Accelerates European and Transatlantic Expansion with Four Strategic Partner Appointments

François Carloni, Diego Chinnì, Sandrine Lebouc and Chloë Sonnois drive international growth with focus on France, Italy, Switzerland, and North America.

Brussels-Paris-Milan, October 7, 2026 – HTP Group, a leading executive search and leadership consulting firm, today announces the strategic appointment of four new Partners: François Carloni, Diego Chinnì, Sandrine Lebouc, and Chloë Sonnois.

This quadruple appointment marks a significant milestone in HTP Group's international growth, strengthening its capabilities across France, Italy, and Switzerland, while establishing its first-ever dedicated bridge to the North American market.

"We are thrilled to welcome Chloë, Diego, François, and Sandrine, to our partner team," said [Ineke Arts](#) and [Raffaele Jacovelli](#), Managing Directors of HTP Group. "Their collective expertise spans global corporate leadership, transatlantic talent acquisition, and deep executive search experience. As organizations navigate rapid technological shifts, including AI adoption, and seek agile, cross-border leadership, these appointments reflect our commitment to delivering high-impact, human-centric solutions. Expanding our footprint in France and Italy, and establishing our first dedicated link to the US market, positions HTP Group to support our clients' global ambitions better than ever."



François Carloni – Partner, France, Italy & Switzerland

Based in Paris, François Carloni joins HTP Group as Partner to advise clients across France, Italy, Switzerland, and the wider European market. François brings more than 20 years of international experience in executive search and corporate development, having worked with search firms, agencies, and multinational organizations. He specializes in leadership, change management, and process improvement, combining a strategic perspective with a strong operational focus to help organizations unlock their collective



potential. Outside his professional activities, François is an avid golfer and a passionate karting racing driver, combining his love of competition and precision with a drive for continuous improvement.

"I am very pleased to be joining HTP Group and to begin this new chapter in Paris. What attracted me to HTP is its entrepreneurial spirit, international outlook and, above all, its genuine focus on people and relationships. I also strongly believe in HTP's forward-looking approach to AI and the way technology is reshaping leadership and executive search, while keeping human connection and relationships at the heart of the process. I look forward to bringing my experience and energy to HTP. My focus will be on understanding the strategic priorities of each organisation and helping them shape the leadership teams required to deliver their ambitions, navigate change and create sustainable growth," concluded [François Carloni](#).



Diego Chinnì – Partner, Italy

Diego Chinnì joins HTP Group to expand the firm's activities in the Italian market. With over two decades of leadership experience across executive advisory, financial services, and automotive sectors, including a distinguished 15-year tenure at BMW Group — Diego has a proven track record in driving revenue growth, leading complex business transformations, and scaling digital innovation. Combining analytical rigor with an entrepreneurial mindset, he specializes in sales and marketing strategy, corporate innovation, and market development, supporting organizations across Europe in driving strategic alignment and business growth.

"I am delighted and honored to begin this collaboration with HTP Group, a company that enjoys a solid reputation across Europe in the fields of consulting and executive recruitment," said Diego Chinnì. *"I am fully committed to developing and expanding the significant work already accomplished, bringing it to the Italian market. This is a major challenge that I will tackle with the utmost determination, supported by the invaluable assistance of my colleagues at headquarters"* said [Diego Chinnì](#).



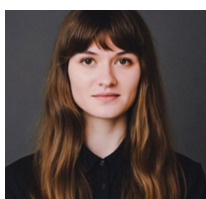
Sandrine Lebouc – Partner, France & Europe

Sandrine Lebouc joins HTP Group as Partner, based in France operating across Europe, with a focus on Executive Search, Leadership Consulting for Industrial companies undergoing Business Transformation.

With over 26 years of international leadership experience across Europe and Asia, Sandrine has consistently driven strategic growth and operational excellence for global market leaders. Prior to joining HTP, she built a distinguished executive career, including over two decades at Sumitomo Group (SEWS-E) in key commercial and supply chain leadership roles, serving as Director of Sales, Engineering & Innovation at ITW Automotive Fasteners Europe, and most recently as VP Europe for Sales & Engineering at CITIC Dicastal. Based near Paris, she leverages her deep operational background to guide clients through complex industrial, environmental, and digital transitions. Sandrine Lebouc joins HTP Group as Partner, based in France operating across Europe, with a focus on Executive Search, Leadership Consulting for Industrial companies undergoing Business Transformation.

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"I'm delighted to join HTP Group," [Sandrine Lebouc](#) remarked, noting her interest in how technology is reshaping the human element of business. "What drew me to HTP is a question I want to explore: as technology transforms businesses, how will the role of people and leaders evolve, and how should we rethink the way we identify and attract talent? Having led teams through growth and change, I've seen how transformation reshapes what people need to learn, how they work together and what they expect from leadership. Joining HTP gives me the opportunity to turn that interest into practice, combining my business experience with executive search and leadership advisory to help companies prepare for the human challenges of digital transformation."



Chloë Sonnois – Partner, Transatlantic (North America & Europe)

Chloë Sonnois joins HTP Group as Junior Partner, establishing the firm's first dedicated bridge between the North American and European markets. Born in Toronto and raised in New York, Chloë brings a rich transatlantic background in executive search, talent acquisition, and strategic partnerships. Her career includes executing senior and C-suite mandates at Perpetual, leading international recruitment for CultureWorks Group (Fotografiska/NeueHouse) across New York, LA, Berlin, and Stockholm, and managing partnerships for the Women's Forum (Publicis Groupe) in Paris. At HTP, she will focus on transatlantic business development across Executive Search, Interim Management, and Leadership Assessment.

Reflecting on the human element of business growth, [Chloë Sonnois](#) shared: *"I have a lot of respect for what it takes to build a business. Behind every company there*

was once an idea, followed by years of work, decisions, changes of direction and, very often, a deeply personal ambition to make something succeed. The people you bring into that story matter enormously. I care about understanding what a client is building and what the business needs at that particular moment, because the right person in the right place can change what becomes possible. Work carries a lot of our time and energy; I believe it should carry purpose too."

About HTP Group

HTP Group is a European Executive Search and Leadership Advisory organization, born from three specialized firms: [Hightech Partners](#), focused on digital executive search and leadership consulting; [Hoffman & Associates](#), a trusted name in generalist executive search and interim management; and [Ataya & Partners](#), experts in cybersecurity and digital governance.

With a **customer-centric** and **border-less** approach, together, we help organizations tackle the challenges of digital transformation, leadership evolution, and organizational resilience. By combining deep sector expertise with innovative methods, we enable clients to secure the talent, leadership, and capabilities that drive growth and meaningful transformation.

HTP Group has offices in Brussels, Frankfurt, Geneva, London, Milan, Paris, Pisa, Oslo, Rotterdam, and local partners situated across the major regions of Europe.

Hightech Partners and Hoffman Associates are proud members of AESC and commit to the AESC Code of Professional Practice and Standards of Excellence.

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