

Nicolas Gros de Seta



Strategy, systemic governance & complex transformation leadership

Founder – CCOP | LUMEN Program

📍 Netherlands (The Hague) 📞 +31 6 26 02 29 71 ✉ contact@de-seta.com 🔗 de-seta.com

◆ Profile

Independent researcher and practitioner in complex systems governance, working at the intersection of law, science, and social dynamics.

For over 10 years, has been developing methodological frameworks aimed at improving the coherence, effectiveness, and implementation of public policies in highly complex environments.

Cofounder of the CCOP and designer of the LUMEN program, dedicated to the operationalization of the Sustainable Development Goals, articulating ecological viability, legal coherence, and behavioral dynamics.

Lectures at master's level and supports strategic projects involving systemic transformation.

◆ Areas of Expertise

Complex systems governance

Public policy implementation (SDGs)
Evaluation of legal effectiveness
Extra-financial analysis & indicators
Biomimicry and life sciences
Cybernetics and systemic modeling

Shared governance & collective facilitation

Mastery of processes, postures, and operational conditions for project management in distributed governance systems (consent-based decision-making, collective regulation, tension processing, feedback loops, continuous improvement)

◆ Professional Experience

Founder & President – CCOP (Citizen Conference Of Parties | since 2021)

Design of the LUMEN program, a systemic framework for steering public and organizational transformations

Development of three complementary indices:

- Organizational Biomimicry Index (IBO)
- Net Legal Production Index (IPLN)
- Collective Emotional Dynamics Index (IDEC)

Development of an integrated approach to SDG implementation

Contribution to reflections on the evolution of international governance frameworks

Independent Consultant – De Seta (since 2024)

Strategic advisory for organizations (governance, structuring, funding)

Systemic diagnostics (macro / meso / micro levels)

Extra-financial analysis and indicator design

Support in structuring complex projects

Lecturer – Institut Supérieur de l’Environnement (since 2022 – Executive Master’s program MIDE)

Design and delivery of modules on:

- civic engagement
- Sustainable Development Goals
- systemic governance

Teaching to professional audiences (executive education)

Strategic Director – World Sustainability Fund (WSF) (2016–2018 | The Hague, Netherlands)

Contribution to the strategic structuring of an international foundation dedicated to the Sustainable Development Goals

Participation in the design of programs related to energy, climate, water, and reforestation

Support to multi-stakeholder cooperation (public institutions, private sector, international actors)

Contribution to reflections on large-scale financing and deployment models

Independent Researcher – Ikisia (since 2018)

Research in biomimicry applied to social and institutional systems

Development of a homomimetic approach analyzing societies as living systems (social superorganism)

Identification of structural dysfunctions related to collective perception and multi-level coordination

Contribution to the theoretical foundations of the LUMEN program

Strategic Analysis – “Nous, le peuple” (since 2020)

Study of the effectiveness of the rule of law in France

Design of a methodology to assess the real-world application of constitutional law

Analysis of gaps between legal norms, implementation, and observable effects

Contribution to an extra-financial evaluation framework for legal systems

Affiliations & Engagements

Active participant in the “Collective Facilitation” community of *Présence Active*: practice, evaluation, and continuous improvement of shared governance processes in strong sustainability contexts

Member of CERCES (Cercle des Comptables Environnementaux et Sociaux): contribution to the development of ecological and socio-environmental accounting frameworks (notably the C.A.R.E. model)

Publications & Work

LUMEN Program (in development)

“Systemic Foundations of the LUMEN Program”

Work on IBO, IPLN, and IDEC indices

Teaching materials in systemic governance

Languages

French: native

English: proficient

Spanish: intermediate

Dutch: basic

Education

Training in ecocracy with *Présence Active* (shared / distributed governance), (since 2023)

Independent self-taught researcher (since 2011)

DUT in Information & Communication (2001)