



PERSONALIA

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AMBITION

Thanks to my broad experience within the HR field, I can call myself a generalist. I am looking forward to working in a management position within a growing company. I like to be involved in the design and development of a clear vision / objectives. Furthermore, I like a challenge where I can be of added value (ref. my experience and competencies) and at the same time continue to learn.

Independent consultant / interim manager since 01/07/2001

Thanks to my broad experience as **Interim Manager / HR-consultant** (www.krisbatsleer.be), I know how to build result oriented people management in close collaboration with the company's management team. Many employers from all over Belgium (and abroad) have already benefited from my services. Some examples of projects in which I played an important role:

- HR Business Partner (bridging the period to hire a new internal HR person)
- Replacement of HR Manager during pregnancy leave.
- Recruitment manager and coordination of selection process (from a to z), e.g. in a Telecom company as well as in different small and medium sized companies.
- Auditing whole or parts of Human Resources departments.
- Design of a new HR strategy annex development policy after a merger.
- Design of competence management projects.
- Training manager / coaching of people on all levels within the organisation.
- Participation in assessment & development projects (Government, Copernicus, Transportation sector, Financial sector, Industrial companies, ...)
- Recruitment & Development Manager
- Design of evaluation processes (interviews, definition of objectives, intermediate meetings, annual evaluations, link with personal training plan, integration of 360° feedback procedure,...)
- Launch of Outplacement – Career Guidance department within a large consultancy firm (incl. outplacement & career coaching, development centres, development of tools), mainly in Brussels and Wallonia area.
- Experienced Personal Coach

Professional experience

GRH MANAGEMENT (Aug 1999 – June 2001) : Member of the Management team - senior consultant involved in many exciting missions (e.g. HR consultancy, Coaching, Training & Development, development new tools, creation of website, ...)

PA Consulting Group (June 1998 – Aug 1999) : as a Consultant of the Assessment & Development Unit, evaluating people within different projects (recruitment, development of staff, career development, succession planning, management audit, ...)

In the first phase of my career I was involved in following domains: Recruitment & Selection, Training & Development, Salary Administration, Internal Audit and Office Management.

PROFILE

- ✓ Knowledge of personality testing : OT/OPQ (SHL), PAPI (PA Consulting), CEBIR, NPV, PPA (Thomas International), Hudson and broad experience in using assessment & development tools + EQ-i (emotional intelligence test)
- ✓ Experienced person with a broad and strong background (both from an educational as a practical point of view)
- ✓ Strong conceptual capacities.
- ✓ Analytical and conscientious attitude, focus on details.
- ✓ Open for new developments, eager to learn.
- ✓ Fluent, very good communication skills towards all levels in the organization (both oral and written).
- ✓ Straight forward and direct.
- ✓ Exigent (both for himself as for others)
- ✓ Excellent language skills : Dutch, French, English, German + basic Spanish
- ✓ Good listening skills, empathic.
- ✓ Able to work in team and independently.
- ✓ Excellent IT skills: daily use of Office, Internet, Intranet, knowledge of several Recruitment tools (a.o. CV Warehouse, Taleo, Easyruit), social media
- ✓ International experience, very flexible and mobile

EDUCATION

UNIVERSITY Master degree in Commercial & Financial Science, with a specialisation in Business Management (1982-1987) - EHSAL / Brussels (Distinction).

Thesis : “Medezeggenschap, een eigentijdse stroming” (Co-determination / highest distinction – price Kredietbank).

POST-UNIVERSITY DEGREE (1995-1996)

Human Resources Management - EHSAL Management School / Brussels

Paper : “Vertaling van de nieuwe ondernemingsstrategie naar de dienst Organisatie - HRM als instrument om de werking van de dienst Organisatie af te stellen op de bedrijfsdoelstellingen.” (distinction)

OTHER COURSES & TRAINING (most recent first)

- ✓ Personal Coaching (UAMS – Quintessence)
- ✓ Grandmaster in management (Vlerick management school)
- ✓ Managing with respect for all ages (DWM)
- ✓ E-HR (UAMS – Antwerp)
- ✓ Role of the HR Manager in mergers and acquisitions (IFBD – Antwerp)
- ✓ Flexible remuneration : cafeteria plan (CMO - VIZO Leuven)
- ✓ Intranet to maximise your Knowledge Management (IIR – Antwerp)
- ✓ Course People – Management (HIVA – Leuven)
- ✓ Course Organisation – Development (HIVA – Leuven)
- ✓ Facilitating the client / The Chiltern Buying Model (Chiltern Consultancy International Ltd. - United Kingdom + Malta).
- ✓ Training Total Quality Management techniques (BCG - Brussels).
- ✓ Training Course in bank products with CODEP Savings bank.
- ✓ A.T.C. Sales Training (ATC - Leuven) + Selling for beginners (CMO - Leuven).
- ✓ Interviewing techniques & effective communication skills (SBB - Leuven).
- ✓ Internal Audit (IPO/UFSIA - Antwerp).
- ✓ CERA : training in all bank products and procedures (attestation)