



## Activities

Clement started in 2004, Move! as a small but international consulting practice focusing on Organizational Learning & Development. It was a way to share his vision on organizational learning, effective collaboration and change, nurtured through his vast experience in major, international organizations. As Owner and Managing-Consultant of Move! he supports organizations in their quest for sustainable development on an individual, team and organizational level. He takes on the role of consultant, facilitator, process designer, coach, trainer, etc...

His primary fields of expertise are Organizational Development, Change Management and corporate learning & training. An important 'leitmotif' throughout his work is 'bridging the gap' between learning and working. He focuses on how to actually change behavior and create improved business results and tries to understand the business issues and underlying causes, rather than 'firefighting' and focusing on symptoms or easy solutions.

Stakeholder involvement is the cornerstone of our approach and one of the key success factors for sustainable change and performance improvement.

His consulting work in organizations is complemented by his academic activities at the University Colleges of Brussels & Leuven (HUB/KHLeuven), lecturing Organizational Psychology, Strategic HRM and Group Dynamics. He works in English, French, Dutch and occasionally in Spanish.

## Projects

Some of the Move! projects Clement worked on :

- ◆ Implementation project management processes (process consultation)
- ◆ Design, development and facilitation of Performance Improvement Programs
- ◆ Team Coaching / Coaching Executive teams
- ◆ Management Development Programs
- ◆ Strategy development (process consultation / large group interventions)
- ◆ Design & Development of learning tracks (change management, internal consulting, ...)
- ◆ Training & Coaching of Trainers / L&D Managers
- ◆ Consultancy and coaching for management and staff, setting up corporate universities (in international businesses)
- ◆ Process consulting around distance working, mergers, reorganization, ...
- ◆ Process reengineering workshops, Lean, TPM
- ◆ Consultancy to organizations for Higher Education
- ◆ Research on on-line coaching and mentoring (planned for 2014)
- ◆ Org. Change toward Learning Organization



### Customers for whom Clement worked for:

- ◆ KBC Bank & Insurance Group
- ◆ Lafarge
  - *Group Learning & Development (Paris, France)*
  - *Learning & Development Department Cement (Lyon, France)*
  - *China, Russia, Algeria Business Units*
- ◆ Belgacom
- ◆ Indaver
- ◆ DHL (Belgium / Holland)
- ◆ Cristal Union (Sugar/Alcohol industry France)
- ◆ Grenoble Management School
- ◆ Belgian Central Bank (Nationale Bank van België)
- ◆ Carglass
- ◆ Syngenta (London / Amsterdam)
- ◆ ERM (environmental consulting group)
- ◆ Alken-Maes (breweries)

## Professional Experience

Before launching Move!, Clement worked for more than 20 years in the OD field for large international organizations such as : Lafarge, Belgacom and ING. He took on several roles such as : trainer, instructional designer, training manager, Learning and Development Director, Internal OD consultant, ...

### A short overview :

*Lafarge (France) 1999 - 2004* : First cement producer in the world, with 90.000 staff in more than 100 countries worldwide. As global Learning & Development Director for the Cement Division, Clement was responsible for the company's vision and strategy on learning & development, and facilitated an international network of over 60 business unit Training Managers. At Lafarge linking business needs and performance with the development effort was key. He implemented experiential learning tracks, learning networks, internal consulting for performance improvement and change projects.

*Belgacom (Belgium) 1992 - 1999* : He was part of the team that facilitated the transformation of the Belgian Public Telecom Operator into Belgacom as an independently managed business. As head of the Learning & Development Academy and later OD-Director, he supported the restructuring and change projects linked with that 'transformation'.

*ING (Belgium) 1985 - 1992* : Clement started off his career in one of the leading players in the Belgian Financial industry. He started as trainer and instructional designer, coaching trainers and training center staff and moved on to a Training Manager position.

Clement got his master degree in Educational Sciences in 1983 from the K.U.Leuven (Catholic University of Leuven, Belgium), Psychology and Education Department.

### **Continuous Professional Development**

- ◆ International Conference American Society for Training & Development (Los Angeles and Dallas)
- ◆ Team Management Systems Accreditation Course (York, UK)
- ◆ Seminar on Consultation Skills, NTL (Washington, USA)
- ◆ International Conference on Organizational Learning (Amsterdam, Nederland)
- ◆ Benchmarking Knowledge Management at Royal Mail Consulting in London
- ◆ Group Process Consultation Skills, NTL (Florida, US)
- ◆ Transforming Ideas, Harvard Business School

### **Professional Networks**

- ◆ Active member of V.O.V. (Flemish Association of Learning & Development Practitioners)
- ◆ Organizer and facilitator of workshops as part of the network activities of VOV with subject like : experiential learning, on-the-job learning, empowerment, diversity, corporate learning, etc...
- ◆ Member of the design and organization committee of the VOV HR event : “Licht op Leren” in 2008

### **Invitations as speaker**

- ◆ ANDCP (L'Association Nationale des Directeurs et Cadres de la fonction Personnel) congres in Bordeaux, France, 2007
- ◆ Communities of practice. Presentation the MOPAN /KULeuven congress on “Multi-party collaboration” Leuven, Belgium, 2007
- ◆ Presentation on “lifelong and experiential learning” at the ECLO congress (European Consortium for Learning Organizations ) in Budapest, Hungary, 2008
- ◆ Guest lecturer for the Grenoble Management School on Organizational Learning and Change Management (2012 & 2013)

