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Professional experience

1998 – to-date **Psychologist – consultant – trainer – coach / self-employed**

A small selection of various missions:

- **For various companies**, amongst which : Cesi, Mensura, Idewe, Mediwet, Securex,...

- Risk analysis for the Deutsche Bank, ministry of defense, Petroleum Refiners, Orpea, Bank of NY Mellon, AIG, Sint Jan hospital Brussels, ...
- Trainings : Nestlé, Nespresso, Bozar, MSD, Boehringer, CCGZ, Econocom, Senior Living Group, Degroof Petercam, ...
- Complaints management, team interventions and mediation interviews
- Burn-out assistance: BBraun, Henkel,...
- Coaching employees and managers: local authorities, Visit Brussels, Provonem, Carglass,...
- Assisting victims of traumatic incidents for several organisations : Fedasil, Mevlana , Aveve, Toyota, Boston Scientific, coach accident of Sierre, Herpain, Brussels, Zaventem and Maalbeek bomb attacks, Autogrill, Toyota,..). Training supporting personnel involved in traumatic incidents

- Psychosocial trainings for the **European Commission**

- Multi-year projects for Brussels tram and metro company (STIB-MIVB) - “*dealing with oneself – dealing with others*” in situations of conflict, change management discussion groups for Formeville and, as of 2018, training employees and executives on psychosocial risks.

- **Ministry of Education / FOD WASO**: training confidential advisors on psychosocial topics, coping and mediating by conflicts, leading intervention groups, ...

- **Coordinator victim support**– victim assistance – information sessions and training for KBC Verzekeringen, Fidea en CBC Assurance

- Member of **examination juries** for graduation projects prevention advisors psychosocial aspects for training centres as Lucina and Cresept; open training on burn-out, aggression, dealing with conflict, mediation and feedback to managers

- Selection and assessment assignments for Hudson, retirement homes of the Zusters van Vorselaar, Village of Bruges, etc.

- Coaching individuals at my **personal practice** in the centre of Brussels

- Organisation of training sessions on various topics (communication, mediation, stress and burn-out, giving feedback, respectful working together, respectful management, ...) for several companies amongst which Honeywell, Ikea, Syntra Midden-Vlaanderen, Cresept, SAP, Vlaamse Liga tegen Kanker (voor Christelijke Mutualiteiten), Familiezorg, ...

- Student coaching at Sint Lukas and Sint Lucas Hogescholen Brussel

- Intervention for a group of professionals and organisation of a seminar to social workers within organisations

- Member of a multidisciplinary team on **VAPH files** for health insurances
- Training future trainers on coaching skills for Syntra Midden-Vlaanderen

2003 – 2010 **Psychologist – coach** Council of the Europe Union

- accompanying and coaching of workers having problems in their professional and private life
- mediation and counselling of conflicts at work
- taking part in and helping to develop the Business Continuity Plan for crisis interventions (counselling, helping to develop training sessions, follow up training, observation during exercises, helping people after a traumatic events)
- developing projects about the areas of alcohol abuse, bullying, ... (treating complaints, helping set up policies, helping organise training sessions, communication, recruitment and selection of confidential advisors, ...)
- in charge of the follow-up of the confidential advisors within the Council (training, intervision, coaching, ...)
- referring workers to external services, psychologists, ...
- setting up of and participation in the reorientation and reintegration group
- counselling of the Administration, Human Resources, Social and Medical department on the subjects of the context of work and of the individual workers (with the consent of the concerned person about invalidity, conflicts, ...). Reporting about activities and writing various reports and recommendations

2003 – 2009 **Prevention advisor/ psychologist** IDEWE

- training and intervisions for confidential advisors
- lectures and training sessions for several organisations such as Ministries, Lucina, Prebes, Cresept, ...
- risk analysis in companies
- setting up policy in companies on the subject of psychosocial aspects (harassment, aggression, conflicts, absenteeism, stress, ...)
- training on the subject of stress, alcohol, aggression, post traumatic stress syndrome, harassment at work
- intervention to improve the functioning of the group
- counselling upon personnel policy, team working, ...
- helping persons after traumatic events and helping organisations to set up a policy on the subject
- individual follow up of workers having various problems in their private or professional life
- treating complaints about harassment
- commercial contacts with clients
- vice-president of **Psychoprev**, a non-profit association for prevention counsellors on psychosocial aspects from external and internal departments (organisation of lectures, information of members, ...)

2008 **Consultant** Court of Auditors Luxembourg

- developing and executing internal selection of confidential advisors within a policy about harassment

2007 **Psychologist** Economical and Social Committee

Background

- **Master clinical psychology** adults, children and adolescents
- **Training as EFQM – CKZ**
- **Training gezondheidspsychologie – KU Leuven**
- **Traning Selection – VDAB**
- **Stress management – Omschakelen**
- **Critical Incident Stress debriefing – Kern** and various lectures and seminars
- **Werk en psyche-** Interactie Akademie
- **Conflicthantering in werksituaties - Omschakelen**
- **Tijdsbeheer en stressmanagement - Eurosem**
- **Pesten ,agressie,alcohol,...- various organisors**
- **Trainersopleiding- CDGAI**
- **Mindfulness - IAM**

Personal data

Born in Nieuwpoort on 20 September 1965

Belgian nationality

Driving licence B

Single