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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 intervision 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
- Intervision 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

**IDEWE** 

- 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

- 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 form 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

- individual accompaniment and coaching of workers
- counselling about setting up a policy about harassment

## 2007 Consultant Hudson Public Sector

- assessments for N-1 functions within the Flemish Public Service

#### 2001 2003 Prevention advisor/ psychologist Arista

- set up, accompany and coordinate projects around psychosocial aspects at work in companies

- training about stress, alcohol, aggression, post traumatic stress syndrome, harassment
- ... in companies
- individual accompaniment and coaching of workers
- taking and analysing stress enquiries and giving advice
- intervention in the event of harassment
- commercial contacts with clients

#### 1999 – 2001 Senior consultant De Witte & Morel (now Hudson)

- in charge of project for selection and recruiting assignments
- developing and giving training sessions about HR subjects
- assessments within selections and career coaching, giving advice to staff and HR department
- writing job descriptions

#### 1994 – 1999 **Psychologist** Dienst Toegepaste Psychologie NMBS

- recruitment and selection of personnel
- job descriptions
- psychological evaluation after incidents / accidents

- development of a policy and giving training about traumatic events, coping with aggression, stress management and other themes

**BGDA** 

- psychological accompanying of traumatised workers
- accompanying workers coping with various work related problems
- 1993 1994 Consultant Jobwerkbank
  - complete organisation and coordination of sessions of the Jobwerkbank
  - animation and accompanying of groups
  - individual accompanying and career coaching of job hunters
  - developing dynamic techniques and notes

# 1992 – 1993 Psychological collaborator VZW Vorming en Cultuur - individual socio-professional accompaniment of underprivileged people and long-term unemployed

- professional orientation and accompanyiment candidates' careers
- organisation and supervision of work placement for job hunters
- contacts and cooperation with social services (psychiatrist, CGGZ, ...)

#### Languages

Mothertongue: Dutch, very good knowledge of French and English Accompanimentis carried out in French and English Knowledge of German

## **Background**

- Master clinical psychology adults, children and adolescents
- Training as EFQM CKZ
- Training gezonheidspsychologie KU Leuven
- Traning Selection VDAB
- Stress management Omschakelen
- Critical Incident Stress debriefing Kern and various lectures and seminars
- Werk en psyche- Interaktie 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