



STEPHANIE CAEL

#Systemthinker #Intuition #Analytic #StrategicThinker #Pragmatic #Patterns  
#Bigpicture #Long-Term results #Teamplayer #Leadership #Futureminded  
#Generalist

LEOPOLDSBURG - 02.12.1976

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## WORK

### Change Consultant – Organizational Coach (2017 - Now)

Change Consultant- Coach | Own company: Grow for it // Freelancer: Obelisk/Bluecliff/Unicorngroup

ESF Drive consultant. Projects to transition organizations towards a more motivating work climate. Work included change management, process and structure alignment, cultural & behavioral change, organizational & HR strategy and leadership training @ 12 Belgian SME Organizations (ao Brewery Omer Vanderghinste, Verhofsté, Sereni, Syntra, De Korenbloem, Werkmaat...)

Facilitation Co-creation “workable work” / reintegration long-term ill policy & processes with Operations, HR and Union representatives and managing the change @ Nike, Datwyler, Sappi

Consultancy strategy, structural and cultural change projects in SMEs @ a.o. Obelisk, Fedafin, I-force, Van Dijck, Kindercentrum

Team coaching mgt teams on better collaboration, motivation and commitment @ a.o. Sappi, H&M, Nike, Axa, Roche, Proximus, Cointreau, Voka, ...

New Way of Working team coachings, @ a.o. Axa Bank, Axa Insurance & BNP Paribas

Leadership training and individual coaching, @ a.o. H&M, Continental, Hincio, 9 altitudes, PSS, Assa Abloy, Elia, Stad Hasselt, Luminus

Teaming Skills & human skills training courses – Insights Discovery sessions

Guest Professor @ Iéseg Mgt School 1 Paris & Lille (2020 - Now) <http://www.ieseg.fr/>

Art of coaching & leading a team – MIB program

Career coach | Grow for it (2019-2023) - A-Lissome (2018 - 2019) <http://www.growforit.be/>

## Nike European Logistics Centre (2012 - 2017) [www.nike.com](http://www.nike.com)

### Operations director

Operations management Footwear Warehouse (+350 employees) / Managing 8 operations managers/ Part of Nike ELC Management Team, OR & CPBW

Implementation of Lean in operations and organization/ Doubling warehouse output capacity

### Business Integration Manager

Project & change management / Integrating business processes end-to-end / Bridge between departments/ Managing Business analysts

Doubling capacity Returns / Developing Returns Strategy / Operational Inventory management

Nike "talent growth" program member: career & talent planning

### Finance Manager - Business Controller

Financial reporting/ Financial business insights & analysis / Business Controlling / Budget-forecast / Project management / Finance BI tool implementation

Managing Analysts team

## Umicore (1999 - 2012) [www.umicore.com](http://www.umicore.com)

### Business Unit Controller Battery Materials

Financial reporting/ Business Controlling/ Budget-forecast/ Project Management/ BI tool implementation/ SAP implementation / Management controlling & accounting team (15 p)/ 12 international subsidiaries

### Supply Chain Manager Rechargeable Battery Materials

Production Planning & Inventory management / Operational flow between international subsidiaries / Raw materials procurement/ Supply chain strategy / Functional management international team (Belgium, Korea, China, US)

### Group Control Manager

BI Tool implementation / Group financial & business reporting (120 branches) / Publication of annual report

### Management trainee

Sales & marketing Cobalt & Nickel products/ Customer visits/ Communications/ Database development

## EDUCATION

Commercial engineer [1994-1999] - KU Leuven

Business management & Strategy

Latin-Maths, leper

## EXTRA TRAINING

- Insights Accreditation and Transformational Leadership @INSIGHTS DISCOVERY
- Organisational coaching as external partner @HR ACADEMY (Philippe Bailleur – Jan Ardui – Annette Meulmeester)
- Self-Determination Theory and Motivation @ Anja Van Den Broek KU LEUVEN
- Vanguard Method @ ESF
- Pedagogical tools @ IESEG MGT SCHOOL
- The path: leadership training @LIVINGSYSTEMSCOACHING (Philippe Bailleur)
- Leadership programme: Lead, Coach, Drive, Inspire @NIKE
- Lean & Toyota Production System @JOHN MARUSHIN
- Talent management & career planning @NIKE
- Transition & change management @NIKE
- Talents @LUCDEWULF
- Career counselling @INDIVIDUAL TRAINING
- New Way of Working @UNICORNGROUP
- Various train the trainers @UNICORNGROUP (oa Design Thinking, Ofman Core Quadrants, Empowerment, Story Telling....)
- Project Management @ UMICORE
- Business Communication & presentation skills @ UMICORE

## LANGUAGES

Dutch, French, English