

Frédéric Williquet

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Summary

My passions always drive me to reach results and manage change with creativity.

Result driven and imaginative, I care for the people I work with's development as well as my own development.

Really enthusiastic, I deeply enjoy communicating with others in order to develop new ideas and enhance collaboration through listening, trust and networking.

As People Manager of HR Consultants for years, I have built a large view on HR practices (Payroll, Comp & Ben, Performance, Staffing, Development, Leadership) with a stronger focus on some of them.

Enterprise 2.0/Social Business, Open Leadership, Employee Engagement, Gamification, Appreciative Inquiry, Conversation Management, Knowledge Management, Visual Harvesting and HR marketing are my main domains.

I have developed them as Conversation Manager at SD Worx Corporate Marketing and HR Consultant Future of Work / Employee Engagement at SD Worx Knowledge Center.

Specialties

New World Of Work
Enterprise 2.0 | Social Business
HR Marketing & Employer Branding
Employee Engagement
Conversation Management
Strategic and creative workshops
Appreciative Inquiry
HR Trainings
HR Project Management
Visual Harvesting
HR Trendwatching
Speaker

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Experience

Business & People Interactions Architect — October 2012 - current

HR and Social Business Independent Consultant

HRmeetup.org — September 2011 - current

Co-Founder

HR Community Builder

R&D HR Consultant, SD Worx, Antwerp — January 2012 - October 2012

Future of Work

Employee Engagement

Collaborative Enterprise, Networked Organization & Innovation Management

Business development and Knowledge Management

Content manager of SD Worx's french blog

Visual Harvesting

Speaker

Conversation Manager, SD Worx, Antwerp — January 2012 - October 2012

<http://www.sd.be/socialmedia>

Strategic definition and implementation

Building a Social Business, enhancing internal and external participative communication

Change en Culture management

Social Media

Managing HR Consultant, SD Worx, Brussels — January 2011 - December 2011

Employee Engagement

Change Processes & Project Management

Collaborative Enterprise, Networked Organization & Innovation Management

HR Marketing

Member of SD Worx's HR research department

In charge of communication, events and communities for Soft HR domains for SD Worx Consulting

Content manager of SD Worx's french blog

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Consulting Director Wallonia, SD Worx, Louvain-la-Neuve — January 2009 - December 2010

Ensure the development of services and client portfolio (Staffing, Payroll Outsourcing & Consulting, Comp & Ben, Performance, Development, Training, Leadership & Well being) of SD Worx through a participatory leadership and a dialogue built with stakeholders.

Assure responsibility for Profit & Lost, for the growth of the HR consulting activities, marketing purposes and the matching of supply and market expectations.

Manage and coach a multidisciplinary HR team.

My participation in different kinds of HR projects allowed me to develop my knowledge and expertise in these matters.

Managing HR Consultant, SD Worx, Brussels— September 2007 - December 2008

Responsible for coordination and development of a multidisciplinary HR team.

Business Process Management projects and trainings.

Unit Manager 'Secrétariat Social', SD Worx, Antwerp — October 2003 - November 2007

Unit Manager for 'Large Business' teams of SD Worx Liège, Charleroi, Kortrijk, Gent and Brussels.

Methodological support for payroll activities of SD Worx Luxembourg.

Team Manager Payroll Consultants, SD Worx, Brussels — July 2001 - September 2003

Creation, development and management of the team responsible for providing consulting eBlox and pre-sales for Large Enterprises.

Consulting and project management in the areas of payroll, project implementation and optimization of processes, systems and tools.

Team Manager Wallonia, SD Worx, Charleroi — January 1999 - June 2001

Management of SD Worx Charleroi and Liege teams.

Responsible for operational activities of the 'Secrétariat Social' Large Business.

Team Manager Charleroi, SD Worx, Charleroi — April 1997 - December 1998

Management of a team responsible for operational activities of the 'Secrétariat Social' for Hainaut and Brabant Wallon.

Gestionnaire de dossier SD Worx à Charleroi — August 1995 - March 1997

Managing customers needs in terms of payroll and social legislation.

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Education

Louvain School of Management — Certification Innovation Management — 2011
Haute Ecole Namuroise Catholique, Namur — HENAM — **Baccalauréat en GRH** — 1995
UCL, Louvain-la-Neuve — **Candidatures en droit** — 1992
Collège Christ-Roi, Ottignies-Louvain-la-Neuve — **Humanités Math-Langues** — 1989

Additional Trainings

Tias Business School — Executive program — Octobre 2005 - Septembre 2006
(Strategy, Customer Value, Innovation, Change, Growth)

Atlas — Training 'Train the trainer' — 2009
SD Worx — HR Project Management — 2008
Mensura — Formation pour personne de confiance — 2006 —
Mercuri — Sales training
MBTI

Personal Skills

Result focused
Proactive
Enthusiastic learner
Imaginative Leader
Speaker
Mentor

Strengths : Creator — Connector | Maximizer — Ideation — Input — Futuristic — Woo

Language Skills

French	Mother tongue
Dutch	Fluent
English	Very good

Computer Skills

Windows, OsX, Linux, Cloud Computing
eBlox, eLinx, HRWebWorx
Changepoint, Cognos, Mavim, MS-Project
MS-Office, iLife, Aperture, ...

I love

Enterprise 2.0, Collaboration tools & methods
Knowledge Management
Employer branding, HR Marketing
New Technologies, Trendwatching