

# Frédéric Williquet

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10 mars 1971

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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

### **Social Collaboration Adoption Lead, [Sei-Mani](#) — March 2013 - current**

Adoption Lead at **Euroclear** for Sei Mani (WebEx Social Project)

Business and **Methodology** developer

### **Business & People Interactions Architect — October 2012 - current**

HR and Social Business Independent Consultant

Co-Founder and Partner at **99possums** (<http://99possums.com>)

### **HRmeetup.org — September 2011 - January 2014**

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.

In charge of the Sharepoint project.

**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

**Yammer, WebEx Social, IBM Connections, Jive**

Windows, OsX, Linux

Sharepoint, Changepoint, Cognos, Mavim, MS-Project

eBlox, eLinx, HRWebWorx

## I love

Enterprise 2.0, Social Collaboration tools & methods

Knowledge Management

Employer branding, HR Marketing

New Technologies, Trendwatching