

Virginie Louvois

Bloemenlaan 36B, 1950 Kraainem, Belgium

T: +32 477 577 056 E: virginie.louvois@nerval.be

Nationality: Belgian & French

 <http://www.linkedin.com/in/virginielouvois>

Objective

Independent expert in HR Information systems. Looking for a forward thinking HR to orchestrate the design of your strategy and conduct its implementation. Unique profile combining Project Management, Business understanding and Organization Development.

Experience

Independent Management Consultant: Expert HR Transformation

2000 - today

VANDEMOORTELE – since 2016

Project Manager, SuccessFactors implementation: Acting as internal Project Manager, adding Business Process Re-engineering and Change Management value

AGC Glass Europe – 3 months

Sept – Nov. 2015 : **Project Manager, Talent Management**

Request for proposal for a SaaS application

Detailed comparison between major Cloud solutions for Talent management

GlaxoSmithKline Vaccines – 2 years

July 2014 – May 2015: **Project Lead, Workday** implementation

Key achievements: Architect of the end-to-end processes integrating Workday and SAP HCM. Transition from Global People Solutions (PeopleSoft) to Workday
Process Lead for GSK Belgium (**Joiners, Leavers, Relocation**)

November 2013 – June 2014: **Strategic Workforce Planning** (7 years plan for 4700 Blue Collars, White Collars and Exempts, Operations and Quality departments)

Key achievements: Modeled and designed process for a WFP based on production forecast. Coordinated the policies definition with HR stakeholders.

March 2013 – October 2013: **HR Manager** (400 blue collars, white collars and exempts employed in Belgian Operations, Vaccines Bulk)

NMBS - SNCB (National Railways in Belgium) - 5 years

Project Management and Change Consulting for the HR Direction

Key achievements: **Project Manager HR Organization and Processes, Interface between SAP HCM and processes teams, Vendor Management, Requests for Proposals**, Transition to Steady State, Stakeholders management, Change Management, Strategic Consultant in the context of the Group reorganization discussions at the Ministry Cabinet

STIB-MIVB (Public Transport of Brussels) - 6 months

Project manager for the **Talent Acquisition** Process redesign and SAP HR implementation

NGA HR – Outsourced Service delivery to customers in UK, Switzerland, Germany, Spain, Italy, The Netherlands, France and Belgium - 3,5 years

2004 – 2006: **Group Client Delivery Manager**, HR Operations Europe (Customers: **General Motors**, JohnsonDiversey, ELIA, Base, Carsid, AMIS)

2003: Strategic consultant and Product Manager (customers: Belfius, Belgacom, Airbus, UCL, KUL, SSC)

Key achievements: Design and implementation of a Service Delivery Model (including International Standard Operating Procedures), Set-up of a Service Centre (6 languages). Delivery of Payroll and **HR admin** to 15.000 blue and white collars.

	<p>PROXIMUS - 3 years Project leader of various integrated HR IS projects</p> <p><i>Key achievements: RFP, Selection and project management of a SaaS Resources Management System (Peoplefluent). Who is Who, career planning, Appraisal. RFP for a customer service workforce scheduling tool</i></p>	
	<p>MASTERCARD - Waterloo</p> <p>Project Manager, Human Resources systems (Personnel administration and Personnel Development)</p> <p><i>Key achievements: Project Management, Requests for Proposals, Vendor Management, Change Management, Team Management, Business Process Reengineering</i></p>	1997 - 1999
	<p>Groupe DEWAAY (Group of Financial Companies) Talent Acquisition Manager</p>	1996 - 1997
	<p>Groupe ALUSUISSE – LONZA</p> <p>1994 -1996: Management trainee in a production factory in The Netherlands 1992 – 1994: Human Resources Assistant in Headquarter in Paris</p> <p><i>Key achievements: Job Evaluation (CRG), Compensation and Succession Planning, Time administration white and blue collars, Project Management ISO9002, Ergonomics</i></p>	1992 - 1996
	<p>UNIVERSITE LIBRE DE BRUXELLES- Solvay Business School Set-up and management of first Students exchange and Master in Business Administration</p>	1990 – 1991
	<p>Hüppe Form GmbH , Oldenburg, Germany : Trainee (3 months)</p>	1989
Education	<p>Solvay Business School, Université Libre de Bruxelles Master in Business Engineering (Ingénieur de Gestion)</p>	1984 - 1989
	<p>Université Libre de Bruxelles Post-graduate degree in Personnel Management (Licence Spéciale en Gestion du Personnel)</p>	1989 – 1990
	<p>Université de Paris I, Sorbonne Post graduate degree in Ergonomics (DESUP en Ergonomie et Ecologie Humaine)</p>	1992 - 1993
Qualifications	<p>Project Management, Management Centre Europe, Belgium</p> <p>Psycho-social Welfare at Work, Université Catholique de Louvain</p> <p>MBTI Practitioner Certificate, OPP, Belgium</p> <p>Six Sigma Green Belt Certificate, Benchmark Six Sigma, New Delhi, India</p> <p>Lean Management Certificate, Chennai, India</p> <p>Industrial Relations (Relations sociales), EPM, Belgium</p> <p>Strategic Workforce Planning, Human Capital Institute, London</p> <p>Prosci ADKAR Change Management, USG Professionals, Belgium</p>	<p>1998</p> <p>2007</p> <p>2010</p> <p>2012</p> <p>2012</p> <p>2012</p> <p>2014</p> <p>2015</p>
Expertise	<p>HR Transformation, HR Analytics, Workforce Planning, HRIS, Change Management, HR Processes and Organization, Business Process Outsourcing, Project Management, HR Shared Service Center, Requests for Proposals, Vendor Management</p>	
Computer Knowledge	<p>ERP's: SAP HCM, ORACLE HRMS</p> <p>SaaS : Workday, SuccessFactors, Peoplefluent (e-Recruitment)</p> <p>Various softwares: MS Project, Org Plus, Visio, Business Objects, Minitab</p>	
Languages	<p>French: mother tongue</p> <p>English: fluent</p> <p>Dutch: fluent</p> <p>German: basic</p>	