

Virginie Louvois

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Nationality: Belgian & French

Living in Brussels, Belgium

Objective

All-round HR IS Project Manager. Looking for a forward thinking HR to orchestrate the design of your strategy and conduct its implementation. Unique profile combining Project Management, Business understanding, HR IS and Change Management

Experience

Independent Management Consultant: Expert HR Information Systems

2000 - today

P&V ASSURANCES – Since December 2018: Project Manager

Key achievements: **SuccessFactors** Employee Central implementation. **Vendor management, Change Management, Business architect.** Interface with Partena payroll.

CREDENDO – Since July 2018: Project Manager

Key achievements: **Request for Proposal (RFP) for Talent management.** Implementation of **Talentsoft** Recruitment

SWIFT – 12 months (2017-2018) Global Project Manager

Key achievements: **Workday** implementation. Leading Functional, Integration and Change Management Streams, for HCM, Compensations, Absences and Time Tracking modules.

VANDEMOORTELE – 16 months (2016-2017): Global Project Manager

Key achievements: **SuccessFactors** implementation: Employee Central, Goals & Performance, Succession & Development, Recruitment (**10 countries**). **Vendor Management, Change Management**

IBA – 8 Months (2016): **HR- IS Market Advisor**

Key achievements: Preparation of a possible HR-IS project (Architecture, analysis of potential applications on the market)

AGC Glass Europe – 3 months (2015): Project Manager

Key Achievements: **Request For Proposal** for a **Talent** management system

GlaxoSmithKline Vaccines – 2 years

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

Key achievements: **Business Architect** of the end-to-end processes integrating Workday and SAP HCM. 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)

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 Manager and Change Consultant for the HR Direction

Key achievements: **HR Organization and Processes**, Interface between **SAP HCM** and processes teams, **Vendor Management, Requests for Proposal.**

STIB-MIVB (Public Transport of Brussels) - 6 months: Project manager

Key achievements: Process redesign and **SAP Recruitment** implementation

NGA HR — 3,5 years : **Group Client Delivery Manager**, HR Operations Europe (Clients: General Motors, JohnsonDiversey, ELIA, Base, Carsid, AMIS)

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.

PROXIMUS - 3 years : Project leader

Key achievements: Recruitment cloud system **Request for Proposal**, Implementation of **Peoplefluent**. SAP HCM web enhancements (Who is Who, career planning) Appraisal.

MASTERCARD – Waterloo: Project Manager

1997 - 1999

Key achievements: Implementation of **SAP HCM** Personnel administration and Personnel Development). **Requests for Proposals (RFP)**, Vendor Management, **Business Process Reengineering**

Groupe DEWAAY (Group of Financial Companies)
Talent Acquisition Manager

1996 - 1997

Groupe ALUSUISSE – LONZA

1992 - 1996

1992 -1996: HR Management in **Paris** and **The Netherlands**

UNIVERSITE LIBRE DE BRUXELLES- Solvay Business School

1990 – 1991

Set-up and management of first Students exchange and MBA

Hüppe Form GmbH , Oldenburg, **Germany** : Trainee (3 months)

1989

Education

Solvay Business School, Université Libre de Bruxelles
Master in Business Engineering (Ingénieur de Gestion)

1984 - 1989

Université Libre de Bruxelles

1989 – 1990

Post-graduate degree in Personnel Management (Licence Spéciale en Gestion du Personnel)

Qualifications

Project Management, Management Centre Europe, Belgium

1998

MBTI Practitioner Certificate, OPP, Belgium

2010

Six Sigma **Green Belt** Certificate, Benchmark Six Sigma, New Delhi, India

2012

Lean Management Certificate, Chennai, India

2012

Strategic Workforce Planning, Human Capital Institute, London

2014

Prosci ADKAR **Change Management**, USG Professionals, Belgium

2015

Expertise

Project Management, HR Analytics, Workforce Planning, **HRIS**, **Change Management**, Business Process Outsourcing, HR Shared Service Center, **Requests for Proposal**, **Vendor Management**

Computer Knowledge

Cloud HR ; **Workday**, **SuccessFactors**, **Talentsoft**, Peoplefluent (e-Recruitment), ERP's: **SAP HCM**,

Languages

French: mother tongue

English: fluent

Dutch: fluent

German: basic