

DAVID DUCHEYNE

BUSINESS AND
HR LEADER



ABOUT ME

- Looking for (1) assignments as advisor or interim manager and (2) assignments as independent board member.
- Helping organisations and leaders to solve challenges in strategy execution and development.
- Eager to solve big problems using my 25 years of experience as HR and business leader, my creativity and skills.

WORK EXPERIENCE

BUSINESS OWNER - TRUSTED ADVISOR

Otolith | Dec 2017 - Present

- Consultancy in strategy execution
- Trusted advisor for various organisations in multiple sectors.
- Interim Management, HR strategy, Change, Leadership Development
- Member of advisory boards (Intuo, Youcount)

ACADEMIC DIRECTOR

Solvay Business School | Jul. 2018 - Present

- Building the HR Practice in Executive Education
- Helping Organisations educate their HR Teams

FOUNDING PRESIDENT

HRPro.be | Dec 2016 - Present

- Started the first Belgian Association for HR Professionals
- Developed it into an association of 3500+ members

CHIEF PEOPLE OFFICER & EXECUTIVE DIRECTOR

Securex | Jan 2007 - Nov. 2017

- Broad responsibilities in HR, Facilities, Internal and external communication, Health & Wellbeing, Change Management, Research
- Higher identification, high satisfaction, high productivity, decreased attrition.

GENERAL MANAGER "BU INDIVIDUALS"

Securex | Jul 2011 - Dec 2016

- Led a 23 million Euro Business
- Turnaround Brought business back to profitability after 10 years of losses
- Successful Carve-Out and Merger in 2015 - 2017

COUNTRY HR DIRECTOR

Case New Holland | Jun 2004 - Jan 2007

- HR Management in B and NL, DK
- Social Bargaining on Flexibility, Restructuring.
- Reduction of HR Costs by 30%

GLOBAL HR DIRECTOR

Henkel KGaA | Apr 2003 - May 2004

- Global HR for Staff Functions
- HR Strategy for the creation of the Finance shared service centers

PROFESSIONAL PURPOSE



- Strategy Execution is about people
- I help organisations to grow and create more value for their stakeholders through people strategies, organisational change and leadership development.
- Focus on stimulating constant change, because it's the only way to prepare for the future.

PROFESSIONAL SKILLS



- Business Strategy
- Strategic and international HR
- Full HR experience and know-how
- Business Leadership & General Management
- Leading organisations
- Change Management
- Communication Management
- Facility Management
- Consulting
- Board Membership

PERSONAL SKILLS



- Leadership and Vision
- Analytical and Conceptual Thinking
- Connecting People around purpose
- Human-centric and Progress-oriented
- Proficient in English, French, German and Dutch.
- Digitally Savvy.

CONTACT



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SOCIAL PRESENCE



[linkedin.com/in/davidducheyne](https://www.linkedin.com/in/davidducheyne)

www.twitter.com/dducheyne

facebook.com/ducheyne

PERSONAL DETAILS



Married, 2 children

Born on June 11, 1969 in Brugge

otolith

CORPORATE RECRUITMENT DIRECTOR

Henkel KGaA | Mar 2000 - Mar 2003

- Global Talent Acquisition + Recruitment Management in G.
- Enhanced attractiveness (Rank 120 --> 48 in Germany)

GLOBAL HR KEY ACCOUNT MANAGER

Henkel KGaA - Schwarzkopf & Henkel Cosmetics | May 1999 - Mar 2000

- Global HR for Strategic Marketing Units
- Reduction of Attrition by 50%

HR MANAGER

Henkel Belgium N.V. | Sep 1996 -Apr 1999

- Operational HR for Brussels + Benelux and International Projects
- Implementation of multicountry HRIS

RESEARCH & TEACHING ASSISTANT

Ghent University | Oct 1994 - Sep 1996

- Started the academic orientation on ergonomics and design thinking.
- Consultancy on Computer Supported Cooperative Work

MANAGEMENT & TRAINING COUNSELLOR

Alcatel Telecom | Feb 1993 - Aug 1994

- Training of managers in leadership, change, project management
- Internal Consultancy in B and F

EDUCATION

- Hogan Certification (2018)
- Strategy Execution, Global / Imd (2018)
- Designing Change, IDEO (2018)
- Team Coaching, Coaching Square (2018)
- Digital Strategy, INSEAD (2017)
- Leading Change, London Business School (2016)
- Senior Executive Program, London Business School (2015)
- Certified Coaching, Antwerp management School (2009)
- Management Studies, Vlerick Business School (1994)
- Master in Industrial Psychology, Ghent University (1992)

ADDITIONAL INFORMATION

- Various **Executive and Non-Executive Board Memberships** (Independent Health Insurance, M-Team, Securex, CNH Belgium NV, NH Tractor Ltd, Gent Alumni, HR Managers Association, Belgian Federation of Psychologists).
- **Nominated** as HR Manager of the year (2013) - HR Ambassador (2014) - Trends HR Manager (2015, 2017) - Awarded Alterfohrum award for humanistic HR (2013)
- International **Keynote Speaker and Blogger** on Strategy, HR and Leadership Founder of www.hrchitects.net, an independent blog site.
- **Co-Author** of "Mijn Werk. Maatwerk", a book on customized HR (2013). **Author** of "Sustainable Leadership. How to lead in a VUCA-world." (2016, 2017)
- **Co-author** of "Personaliseren van Werk" (2017) and of "The Future of Learning" (in press).
- Guest-Lecturer at EHSAL Management School, Solvay Business School and Ghent University.