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36 years old – 1 kid

Multiply Skills Creativity Project Mode



CONSULTANT FREE LANCE
HR STRATEGY, PROJECT
MANAGEMENT

PROFESSIONAL EXPERIENCE

Since November 2007: HR Consultant Free Lance Optimôm Care and founder of Optimôm-Care : www.optimom-care.com

After 10 years within international companies on project mode with a commercial, HR and IT background, I can offer my experience to help on different subjects such as :

- Support the HR services on different projects (HRIS implementation PeopleSoft, SAP...)
- Change management, team building, coaching
- Multi cultural management, diversity, social responsibility
- Stress management and wellness culture implementation

Customer reference :

« Employment **Coach**» for « **maison de l'emploi de Bordeaux** »: **100 individuals coaching done**

Team coaching and « How to collaborate with HR department », work on perceptions for **115 employees at Transfer IOD Bordeaux & Quimper**

November 2007 till December 2008 : **HRIS (SAP) Consultant for Convergys** (home based) : for **Johnson and Johnson in 44 countries in EMEA and Africa** :

- HR business processes reengineering, SAP implementation, HR outsourcing and call center creation in Budapest
- Creation of a new activity in the project at the international level (Asia, US, Europe):
"vertical integration" to involve the call center delegates on the tool and HR processes definition (Process Workflow Definition, User Acceptance Test..) in order to facilitate the training strategy (ensure all skills appropriation prior to go live)
"transversal integration" to facilitate the communication between all the different teams and ensure the consistency between all the functionalities

APRIL 2005/FEBRUARY 2007 : EMEA HR Project Manager, Solectron

Solectron is an US company with 58000 employees in 50 countries

- **APRIL 2005/FEBRUARY 2007 : EMEA Project Manager HRIS, Bordeaux Reporting to the US global team, and with the consultant agency (CONVERGYS)**
 1. Continue to reduce as much as possible the gap between the HR practices in EMEA and in US with a focus on the legal country exceptions, manage the migration from peoplesoft 7.5 to SAP HCM
 2. Harmonise company structure and reporting tools from top to down and link with finance department worldwide
 3. Lead managers and employees empowerment on HR functions with self service and facilitate the HR processes externalisation (shared service creation in Budapest)

CONSULTANT FREE LANCE HR STRATEGY, PROJECT MANAGEMENT

- APRIL 2003/APRIL 2005 : **EMEA HR Project Manager** Solectron, **Amsterdam**
Reporting to EMEA Compensation and Benefits Manager, I was in charge of the HRIS tools and reporting for all the sites in Europe (8000 employees in 12 countries).

Advice, coordinate and train the 40 HR people in Europe on :

1. Setting up common HR processes, management rules and local HR projects consistent with corporate policy and strategy
2. Creation of new indicators and compensation and benefits policy, coordinate HR reporting for the region to US
3. Maintain and manage the HRIS System (PS version 7.5)

JUNE 2000/MARCH 2003: **Solution and Support HRIS Manager**, ALSTOM, Paris

Worldwide project called ALPS (ALSTOM People System), implementing PeopleSoft version 8 for all HR processes in ALSTOM (120 000 employees /450 sites in 70 countries)

1. Development of HR functionalities, Definition of HR management rules and principles (e.g. security) and HR processes (Performance Review, Development and Succession Plan, Competencies, Training, Administer Workforce, Salary and Bonus Review Processes, self service for manager and employees, Reporting Tools and Global Directory, interface with payroll system).
2. International Team Management: 16 functional and technical consultants, system deployment strategy definition and leading changes (creation of a specific training kit and training of trainers : "internal peoplesoft university")
3. Setting up the central support and maintenance activity for end-users (SLA definition, 4 persons to manage..)

JANUARY 1999/MAY 2000 : Human Resources Consultant ERNST&YOUNG, Paris

Implementing PeopleSoft recruitment module (PS version 7.5) for all the E&Y French activities : requirement analysis, definition of new processes, functional description and end-user acceptance test writing, solution implementation, project planning, training end-users, communication and change management

SKILLS

- Master 2 HR I.A.E, Lyon 3 (September 1998) passed with distinction
- Peoplesoft University/E&Y (Janvier/Avril 1999) : certification passed with distinction : Project methodology (BPM), HR Functional modules, ERP Technical aspects
- Languages: Fluent English, Spanish, German, Dutch (basic knowledge)
- Coaching training : Coach Academy Biarritz : January 2007/October 2008

HOBBIES

- Travel (Ecuador, Galapagos, Maldives, Tanzania, Zanzibar, Japan..)
- ANDRH member (French Association for Human Resources) : writing and coordination HR articles for the French Magazine PERSONNEL
- Sport and art (surf, musical)