



STEFFI THEUWISSEN

HR GENERALIST

PERSONAL PROFILE

I'm a 35 year old, Organizational Psychologist with 11 years of experience in HR, ranging from Recruitment to Business Partnering, Talent Development and Leadership Coaching. I'm also a certified Sports Psychologist in secondary occupation. These experiences helped me develop a broad knowledge base, strong interpersonal skills and solid business acumen. I'm ambitious, a hard worker and reliable team player.

HIGHLIGHTED SKILLS

- Excellent communication skills
- Relationship builder
- Analytical mindset
- Proactive & Pragmatic
- Strong project management skills

EDUCATION

Catholic University of Leuven

CERTIFICATE IN APPLIED SPORTS PSYCHOLOGY, 2016

Catholic University of Leuven

MASTER IN WORK AND ORGANIZATIONAL PSYCHOLOGY, 2013

Additional Courses

Pursuing ICF level 2 coaching certification, Stakeholder management, communication, story telling etc. (see personal website for detailed information)

CONTACT INFORMATION

+32 494 60 90 05

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1982 Weerde

EXPERIENCE

PLEASE VISIT MY CV WEBSITE FOR EXAMPLES OF MY PROJECTS
WWW.STEFFITHEUWISSEN.COM

HR Generalist - Fulltime

ST ENGINEERING IDIRECT
2022 - PRESENT

ST Engineering iDirect is a global leader in Satellite Communications with headquarters in Belgium and the US. My main focus area is global Learning & Development and Soft HR. I am taking up a mix of strategic, tactical and operational tasks and responsibilities. Some of my responsibilities and achievements so far:

L&D

- Successfully defined a long term strategy for "the Academy" that allows us to scale, increase productivity and realize our company strategy
- Defined the 2024 global training roadmap and budget, leveraging data from various sources such as company goals, business needs, training data, ISO compliance, social legislation and employee engagement survey
- Crafted & implemented a global Leadership Framework, embedding these new standards into performance management processes and leadership development programs
- Initiator and driver of process improvement and automation projects to mature the Academy's organization
- Identified the upskilling roadmap in crucial domains and technologies (such as cloud, 5G, security etc) in line with our company product strategy
- Creation of a Leadership Framework, New Manager Onboarding and global Leadership Development Program
- Created and implemented a global change training program for People Managers
- Implement and run training campaigns through various learning formats (e-learning, instructor-led, hybrid learning,...)
- Facilitate and coordinate compliance training
- Analytics & reporting on progress, learner engagement and training effectiveness
- Soundboard and coach to business stakeholders
- Translate Performance Appraisal Cycle outcome to career development opportunities

HR

- Partner for Employee Relations
- Coordinator of the annual global performance management process
- Driver of the People Managers Community
- Regional coach to the People Managers and IC's
- Advisor to the wellbeing committee
- Spearheaded creation of a Wellbeing Framework
- POC for the Employee Assistance Program

Sports Psychologist - secondary occupation

2016 - PRESENT

Besides my fulltime employment, I also work as a freelance Sport Psychologist, assisting individual athletes, teams and sports clubs achieve optimal performance. Topics I work on include stress and emotion management, competence profiling, professional athlete lifestyle, building resilience, etc.



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HARD SKILLS

- Languages:

- o Dutch – Mother tongue
- o English – Fluent
- o French – Basic

- Technologies:

- o SAP Successfactors
- o Trakstar
- o Lever.co
- o Energage
- o Hubspot
- o Target Process
- o Canva
- o Adobe suite

- HR tools & frameworks:

- o Big 5 personality testing
- o Seligman's PERMA+4 model
- o Hofstede's cultural dimensions
- o HR scorecard
- o Employee Engagement surveys
- o Great Place to Work assessment
- o HR Data analysis
- o

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Delivery Manager

*AE – ARCHITECTS FOR BUSINESS & ICT
2021 – 2022*

AE is a consultancy company specialized in digital transformations, from roadmap to architecture, software development to data challenges.

Some of my responsibilities and achievements as a Delivery Manager

- Developing and implementing a change strategy in the delivery organization
- Translating business challenges into concrete actionable plans
- Supporting and challenging leadership in their client and commercial strategy
- Bridge between executive level and operations, HR and sales
- Successfully implemented new career paths
- Spearheaded the Delivery Community
- Initiated several projects directly impacting and accelerating the company strategy

HR Business Partner

*AE
2015 – 2022*

At AE I started within technical recruitment and became the lead of University recruitment. After a couple of years I combined recruitment with HR BP responsibilities, transitioning to a full HR BP role for a Business Unit of 140 consultants and around 15 clients. Some of my responsibilities included:

- Member of the leadership team and responsible for a business unit of 140 technology consultants
- Building a strategic plan for the business unit, covering value propositioning, hiring, coaching and knowledge sharing
- Providing insights and individual coaching to the people coaches supported by evidence-based frameworks
- Owner of the annual evaluation process
- Facilitator in complex conflict situations, finding the right balance between employee wellbeing, customer satisfaction and company value
- Supporting the implementation of changes in the organizational structure
- HR process optimization
- Driver and Project Manager of new initiatives
- Playing an active role in business and sales processes
- Developing and implementing training initiatives for People Managers

HR recruitment

- Full cycle talent acquisition, with a distinct specialty in recruitment of technical profiles (Developers, architects, data engineers,..)
- Gathering market insights and evolutions and translating them to business stakeholders
- Coached other team members in technical recruiting
- Spearheaded the University Recruitment Program
- Skilled at personality, content and competency based interviewing

IT Recruitment Specialist

*TEKSYSTEMS
2013 – 2015*

As a member of the IT Permanent Placement Services team in Belgium, I specialized in niche IT profiles.

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