



# Clement Leemans

Organizational Development & HRD  
Consultant - Facilitator - Trainer - Coach

- +32 497 91 93 63
- clement.leemans@movelearning.com
- Leuven, Belgium
- [linkedin.com/in/clementleemans](https://www.linkedin.com/in/clementleemans)
- CLEMENTatMOVE
- <https://www.movelearning.com>
- <https://www.learningorganization.be>
- <https://www.movelearning.net>

## ABOUT ME

*Passionate about supporting people to work and learn together, creating value and benefit for themselves, the organization and society at large.*

- Pragmatic, both feet on the ground based on solid expertise & up to date knowledge
- Routed in experience looking for creative and innovative solutions
- Independent & autonomous building involvement & ownership with stakeholders

## KEY SKILLS

- Leadership
- Team Dynamics
- Organizational Development / Change
- Learning, Instruction & Facilitation
- Coaching

## EDUCATION

Master in Learning & Development  
Katholieke Universiteit Leuven, Belgium  
1979 – 1983 (+ Teacher Qualifications)

Professional Workshops  
Management & Leadership  
Languages  
Organizational Development & Consulting Skills

## LANGUAGES

- NL
- EN
- FR
- ES
- D

## EXPERIENCE

**Move! Organizational Learning BV | 2004 - ... | Leuven**

*Independent OD Consultant, Facilitator, Coach, Trainer*

Helping organizations to create a resilient and agile culture, with all stakeholders involved geared towards learning, change, innovation & sustainable performance.

- Change Management support & coaching
- OD and HRM projects
- Team coaching, workshops, design of instructional materials & tools

[More info on Move! Projects](#)

**Magellan Institute | 2016 – ... | Paris**

*Professor*

Lecturing International Learning & Development in the Special MBA program 'Human Resources Management in International Companies'

**Lafarge Group – Cement Division | 1999 – 2004 | Lyon**

*Learning & Development Director*

World-wide responsibility to support Learning and Performance in the 70 business units of Lafarge with approximately 50.000 employees in around 70 countries and 150 plants.

- Developing vision on becoming a Learning Organization
- Support and Facilitate international network HRD managers
- Develop and Implement L&D initiatives worldwide
- Internal consulting for managers, networks, and performance projects
- Support coaching as key leadership practice
- Design of tools & methodologies

## EXPERTISE

- Organizational Learning
- Large Group Facilitation
- Strategic HR & HRD
- Job-crafting
- Co-creation
- Distributed Leadership
- Organizational Culture Change
- Performance Management
- Communities of Practice
- Experiential Learning
- Coaching & Mentoring
- Stakeholder Management

## PROJECTS

- **Carglass:** Performance Management
- **Indaver:** Project Management & Stakeholder Involvement
- **ERM:** Learning Organization
- **Lafarge Algeria:** Leadership
- **Boerenbond:** Learning Networks
- **Orienteuro:** Career Coaching
- **European Commission:** Team Coaching & Development
- **KBC:** Strategy development for teams

## INDUSTRIES



Banking



Education



Environment



Building Materials



Logistics



Automotive



Telecom



Food & Beverages



Agri

## EXPERIENCE

**UC Leuven-Limburg | 2009 – 2019 | Leuven**

*Lector SHRM and Organizational Psychology in Bachelor HR / Social Work studies*

**KU Leuven | 2007 – 2015 | Campus Brussels**

*Professor People Management, Group Dynamics, SHRM and Organizational Behavior in MBA and Master Commercial Sciences*

**Arteveldehogeschool | 2004-2005 | Gent**

*Lector / Coach internship HR*

**Belgacom (Proximus) | 1992 – 1999 | Brussels**

*Internal Consultant to Management Team for HRD*

- Consulting VP HR to establish a People Development vision and advice in all HRD related matters
- Support and Coaching for the L&D leadership and professionals in the organization
- Project Management for a number of company wide initiatives (teambuilding, language training, ...)

*Director L&D Academy Brussels & Director Training Center Gent*

- Provide Leadership for the L&D vision and community
- Full responsibility for management training, behavioral training, product, commercial and language training
- Coaching and support for all instructional designers, trainers, coaches, ... in the organization

*Change Director*

- Support senior management in the transition effort after the merger with SingTel, TeleDanmark & Ameritech
- Design & Facilitate interventions to support the new organization (team coaching, management coaching, etc...)

*OD Director Network division*

- Support, coaching and OD consulting to the Divisional VP
- Support divisional change programs and Facilitate Leadership Teams (vision and strategy meetings)
- Support change communication in the division
- Support all L&D initiatives in the division

**Instituut voor Sociale Promotie | 1989 – 1991 | Mechelen**

*Part-time Lecturer 'Applied Communication Skills' (in Teacher Training curriculum)*

**BBL Bank (ING) | 1985 – 1992 | Brussels / Kortrijk**

*Management Trainee (20 months)*

*L&D Manager Technical Training & Instructional support for internal trainers*

*Training Manager Kortrijk*

*Manager Banking Operations & Management control, audit & Inspection Kortrijk*

**K.U. Leuven | 1983 – 1985 | Leuven**

*General management & support for the Institute for Teacher Training in Psychology and Pedagogics, educational projects, student coaching & support*