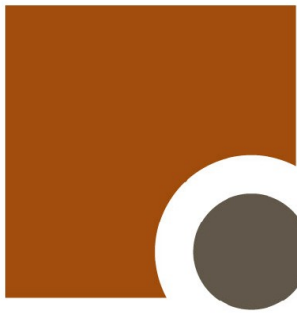


KEY-consult
Vitsdam 4
2880 Bornem
Tel. 03/899 43 23
Fax 03/889 63 72
info@key-consult.be



KEY-consult

COACHING YOUR HUMAN CAPITAL

Who are we?

A group of enthusiastic management consultants whose challenge is to realise the goals of your organisation by coaching, training and advise.

What do we want to achieve?

The growth of your organisation and your employees. We want to make your dreams come true.

Our motto

Your staff is the key to success. Therefore our mission statement is: coaching your human capital.

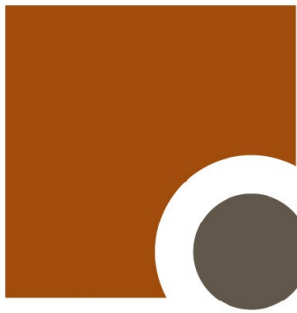
Our Assets

Proven results with our existing clients thanks to our expertise, quick diagnosis and goal-oriented coaching.

How do we work

We confer on how to execute your assignment step by step. Furthermore we set out the tracks, carrying out the contract and constantly guarding all the conditions to success.

KEY-consult
Vitsdam 4
2880 Bornem
Tel. 03/899 43 23
Fax 03/889 63 72
info@key-consult.be



KEY-consult

COACHING YOUR HUMAN CAPITAL

Our expertise

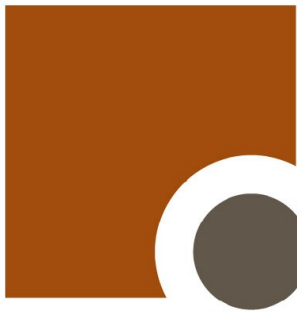
Organization - Development

- Developing strategic plans
- Giving advise for organizational and structural optimization
- Drawing up job descriptions and profiles
- Optimising internal communication
- Focus groups and advice reports
- Change management projects
- Steering change processes for executives
- Dealing with changes for employees

Leadership and management competences

- Educational programmes (1-6 days) for lower, middle and higher management (leadership, motivating employees, coaching, delegating, dealing with conflicts, negotiating, communicating, presenting and intervening convincingly, ...)
- (Individual) coaching, remedying as well as developing
- Personal development plans
- MBTI profiles and competition training
- Process Communication Management
- Coaching top teams
- Coaching the coach
- Leading intervision groups

KEY-consult
Vitsdam 4
2880 Bornem
Tel. 03/899 43 23
Fax 03/889 63 72
info@key-consult.be



KEY-consult

COACHING YOUR HUMAN CAPITAL

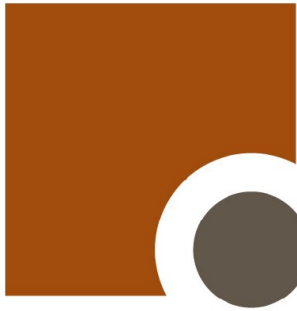
Performance management

- Concept development
- Drawing up forms and instruction manuals (possibly ICT supported)
- Attending infosessions
- Training internal experts
- Providing training in conducting planning, performance and evaluation interviews for both executives and employees
- Accompanying pre-evaluation
- Evaluation of evaluation

Our Clients

Multinationals such as:

- Bayer, Janssen Pharmaceutica, Wolters-Kluwer, Janssen-Cilag, Total, Solutia Europe, Banksys, Biogen Idec, CBR, Qernel, Belgacom, Spikes, ...
- Flemish government
- Belgian federal government
- Other sectors
- UAMS (University of Antwerp Management School), Psychiatric hospitals, medical specialists (oncologists, gastroentologists, ...)



KEY-consult
Vitsdam 4
2880 Bornem
Tel. 03/899 43 23
Fax 03/889 63 72
info@key-consult.be

KEY-consult

COACHING YOUR HUMAN CAPITAL

Our consultants

Dutch speaking consultants

Janette Jongma, Co-ordinator and Senior Management Consultant

She has 15 years of experience (home as well as abroad) in counselling organizations with change processes, and is especially driven by a HRM policy and practice. Her ability to diagnose quickly and to motivate individuals and groups, appeals to everyone. Janette speaks three languages and is an authority on organization and development, on top management coaching and on middle management training.

Leen Goethals, Senior Management Consultant

The past few years Leen has supported an extensive change process as Manager Personnel and Organization. More than anybody else, she knows what changes on organizational and human level can involve. People trust her because of her understanding and stability. She has great expertise in leadership, developing management competences and change processes.

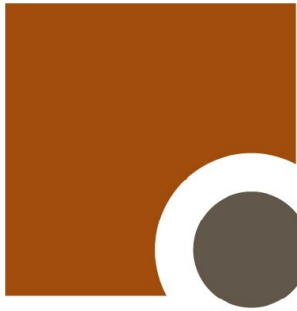
Veerle Wullaert, Senior Consultant

She is a family and relation therapist, and therefore quickly recognises interaction patterns and senses what groups are thinking. As a result, she excels in process consultancy. Veerle is passionate, authentic and task-oriented. The last eight years she has especially focused on individually coaching and training executives and on guiding change processes with teams. She is a qualified trainer for Ofman's core quadrant methodology.

Johan Ceuppens, Senior Consultant

For several years Johan has been responsible for training in a large service company. His passion is increasing the learning capacity of companies and organizations. He knows the power, the practice and the results of a learning organization and a process-oriented approach. His enthusiastic and well-considered approach of educational routes, the way adults learn and the matching advice capabilities guarantee the discovery and guidance of interesting and effective learning processes.

Specialisms: adult learning, advice and consultancy capabilities, consultancy and coaching. Johan speaks three languages and is an experienced trainer and coach.



KEY-consult
Vitsdam 4
2880 Bornem
Tel. 03/899 43 23
Fax 03/889 63 72
info@key-consult.be

KEY-consult

COACHING YOUR HUMAN CAPITAL

French speaking consultants

Denis Halbardier, Senior Management Consultant

Denis has had a scientific education, but he has always fulfilled communicative functions. The first part of his career he worked in the chemical and pharmaceutical branch, as team manager in marketing, sales and training. This experience has given him a deeper understanding of the interests, human aspects and also the limitations of people in companies and organizations. He now works fulltime as trainer/consultant: he guides and advises people. He has good relationships with people, whether they work for the government (transport, health care, administration, employment) or in the private sector (SME, SMB or multinationals).

His qualities are: time management, objectives, management, communication, project implementation, negotiation, teambuilding...

Further assets are his training in Transactional Analysis, NLP and his permanent extra training.

Myriam Ladeuze, Senior Management Consultant

Her experience as business unit manager has given her a good understanding of the challenges executives have to face these days. Since about four years, she has therefore specialized in coaching managers and teams. All of them are impressed by her professionalism. An extra asset is her knowledge of three languages: French, English and Dutch. She has great expertise in transactional analysis and is a successful coach in personal development.

Alain Lotterie, Senior Management Consultant

During the 20 years that Alain was the head of his own company, he has learned the importance of human and organizational factors in a business. Therefore his goal is to deal with the essence of problems by looking for behavioural and organizational strategies that support the desired objectives. He uses human and structural levers to increase the coherence in actions and to strengthen the group cohesion. Alain helps you to mobilize your staff in a lasting dynamic setting. Together with his client and all those concerned, he looks for appropriate solutions that they support and implement with pleasure. His capacities, in combination with his pleasure in his work, enable him to make a success of even the most difficult changes.

Johan Ceupens, Janette Jongma and Myriam Ladeuze speak English as well.