

# Edith Hamelryckx

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## PROFESSIONAL PROFILE

*Executive with a broad HR experience in engaging with international companies, used to working in close collaboration with the other senior leaders of a company, setting out a strategy in line with business needs and market realities. Defining change and translating this into projects plans, Labor Relations strategies, keeping healthy Employee Relations and organization development plans are key strengths. More complex environments with different stakeholders and interests do fit with my natural and human leadership style.*

## CAREER OVERVIEW

- **Independant HR & General Management Advisor** 10/2019 – now
  - **Qualiphar Gifrer @ Bornem- HRD** Nov '21 – now
  - **Gifrer France @ Lyon – Crisis Manager** April – Sep 2022
  - **GSK @ Wavre – Senior IR Consultant** Dec '21 – March '22
  - **Euro Shoe Group BE-NL @ Beringen & Amsterdam – CHRO** Jan '20 – July '21
  - **Johnson Matthey AGT NL @ Maastricht - HR Manager** Nov '19 – March '21
  
- **HR Leader @ DuPont de Nemours**
  - **HR Director EMEA** 2018 - 2019
  - **Labor Relations Leader EMEA, inc.** 2015 – 2018
    - **DowDuPont Merger/Spin Project Lead BE**
    - **HR Manager Integrated OPS EMEA**
  - **Cluster HR Leader BE-NL-UK** 2013 - 2014
  - **Country HR Manager Belgium** 2010 - 2012
  - **Board Director DuPont België** 2010 – 2019
  
- **HR Professional**
  - **HR Supervisor, DuPont de Nemours** 2007 - 2010
  - **HR Professional, DuPont de Nemours** 2005 - 2007
  - **HR Advisor, SD Worx** 2001 - 2005
  - **Recruiter, Schelstraete & Desmedt** 2001 - 2001
  - **HR Officer, Boots Healthcare International** 1997 - 2001

## REALISATIONS

### ➤ GENERAL MANAGEMENT

- > Crisis and general management of a pharmaceutical site in France
- > Design strategy and set goals for ceasing or transferring all activities
- > Preparation of divestiture (due diligence, pre-negotiations with buyer, setting-up of planning)
- > Leading site decommissioning
- > Re-enforce policies and processes; reinforce health and safety regulations
- > Setting-up of final production goals and planning, oversee day-to-day operations
- > Ensure employees are motivated and productive, including retention management
- > Establishing and maintain positive Industrial Relations
- > Broad stakeholder management

### ➤ HUMAN RESOURCES RELATED

- > In depth analysis of the IR and related functions, formulating recommendations and developing of an action plan
- > Partner in setting out a strategy, defining priorities and project plans
- > Leading teams and defining improvement plans and systems
- > Restructurings; collective dismissal procedures prepared and executed in line with pre-agreed budget and timeframe
- > Re-organisations of teams and departments
- > Defining HR procedures and processes
- > Digitalisation and automatization of HR administration
- > Development of Workforce Management system
- > Development and implementation of a Performance Management system, Introduction of a highPo program
- > Merger and spin-off DuPont/Dow Chemicals EMEA
- > President EWC DuPont, Transformation of the EWC DuPont/Dow

## EXPERTISE

- Mergers & Acquisitions
- Spin-Off's in international context
- Stakeholder management
- Navigate in complexe matrix environments
- Project & change management
- Crisis management
- Re-organisations and restructurings
- Industrial Relations
- People Management
- Business & Executive Coaching
- Talent Management
- Employee Engagement
- Human leadership style
- Analytical ability

## EDUCATIONAL BACKGROUND

- 1996-1997: **Master in Human Resources**, French University of Brussels (distinction)
- 1992-1996 : **Master in Political Sciences**, Flemish University of Brussels (distinction)

## TRAINING AND CERTIFICATES

- **Certified Director effectiveness** (Guberna – Vlerick Gent) - 2021
- **Leading Strategic Initiatives** – project Management (IMD Lausanne) - 2018
- **HR Advisor** (University of Antwerp) - 2004
- Managing **Labor Relations** in Europe (BEERG) - 2017
- **Six Sigma Green Belt** Certification (DP Academy) - 2015
- The Effective **Negotiating** Course (Karrass InSt.) - 2015

## LANGUAGES

- **Dutch:** mother tongue
- **English & French:** excellent
- **German:** basic