

## Business Coach Profile

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### Marie-Jeanne Vijgen



University degree in clinical psychology (Ulg 1982, Belgium)

More than 20 years of experience in Human Resources at international level

### Core Areas of expertise

- Executive Coaching
- Leadership development
- Leadership transformation and change management
- Identification and design of competencies critical to an organization
- Executive assessment and selection
- Talent management and succession planning

### Professional qualifications

- Certification in Coaching of Executives
- Emotional Intelligence – license to use the 360° feedback on line diagnostic
- Qualified in Myers-Briggs type indicator, team effectiveness, Neuro-Linguistic Programming
- Certification for „Cardiac Variation Rate “
- Multiple HayGroup’s leadership programs, e.g. managing motivation for performance improvement, behavioral event interviews

### Business experience

- Financial services, Services
- Resources
- Pharmaceutical industry
- Chemical industry
- High tech industry
- Automotive industry
- Public sector

### Professional experience

- Since 1983: Head of People Develop. in a Belgian Insurance Company
- Since 1991: HR consulting
- Since 1997: Towers Perrin, Head of HR Consulting for Belgium
- Since 2000: Hay Group, Practice leader Leadership & Talent
- Since 2009: Senior Consultant of ROBE Consulting

### Specifics

- Speaks and works fluently in French, Dutch and English
  - She has worldwide project experience at all management levels
  - Loves running with friends and walking in the nature
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