



Jan Van Hootehem

Executive Coaching & Consulting

International assignments (Europe)
Strategy execution assignments
Companies going through or preparing a transformation

Areas of Practice

Executive coach (individual & teams)
Organization & Leadership Transformation
Audit & assessment (individual, team)
Conflict mediation (no fair deal exit)
Career transition
Business partner to the CEO
Remuneration & Nomination Committee
EXCO (Executive Committee)
Key note speaker

Industry Lines

Family owned company
International business environment
Technology Industry
Food
Agricultural machinery
University-Business schools
B2B, B2B2C, B2C

Education/Qualifications

Executive Master in Coaching and Consulting for Change (EMCC)
- Insead Fontainebleau - France 2012

Leader Academy – Businesswise – (D.Van Gool) - 1989

Strategisch Bedrijfsmanagement – Kluwer - 1989

Counseling and psychotherapy postuniversity programme – University Leuven - 1983

Master in Clinical Psychology – University Ghent 1982

Fluent in Dutch & English
Very good command of French

Contact details

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About myself

I bring +20 years experience as CHRO and member of the Executive Committee in two family owned international (European and Global) groups.

I believe in strong and sustainable business partnerships with the CEO and Executives, based on business acumen, trust and authenticity.

I have a proven capability in Organization Transformation Programs with focus on Leadership Transformation, Company Culture and Operating framework & Design.

I am a clinical psychologist and certified Executive Master in Coaching & Consulting for Change (EMCC) at Insead Fontainebleau.

I have built a strong experience in individual and team coaching on executive level in a 4th generation family owned European company.

My strongest and shared (360°feedback GELI) executive leadership competencies are : empowering, rewarding and feedback, global mindset, emotional intelligence and resilience to stress.

About C-Focus

Our starting point is business driven : we focus on the gap between high end Ambition & Strategy Formulation and bottom line Financial results (turnover growth, ebitda & roce).The latter being only a consequence of the Execution effectiveness and efficiency.

Our mission is advising and supporting the C- Suite on 'strategy execution' issues and challenges : we focus our interventions towards the 'human being', from a psychodynamic (individual and team), a role and a organization perspective.

C-Focus has an European network of executive assessors, coaches and facilitators.

Our solutions and services

- Advice to the chairman of the board of directors, the Compensation & Nomination Committee and to the CEO
- Advice and lead transformation programs on Leadership behaviours, Organisational design (roles, responsibilities, governance, decision making ..) and Performance Culture
- Individual Executive coaching : focus on career transitions, leadership challenges, interrelational dynamics (between board chairman and CEO, CEO and exco members ..)
- Team Executive coaching : building effective and high performing teams
- Audit and assessment of executives and teams within a psychodynamic, role and organization perspective
- Program design and facilitation of Executive off-site meetings and Management conferences (Leadership councils)
- Advice, consult and coach on Executive & Senior Managers exits
- Advice and lead HR due diligence in acquisitions ; from pension liabilities to executive assessment.
- Advice and lead Integration programs in acquisitions (pre and post) : HR PMO, synergies, company culture integration
- Advice and lead restructuring programs (divestments and carve outs)
- Design and lead the implementation of a HR strategy with aligned policies, processes, systems and structures
- Design & implementation of performance management, reward & benefit programs for executives and managers (base, short term, mid term and , long term incentive plans *, pensions schemes...). * SOP, SAR
- Advice and lead the implementation of HR – IT platforms (Succesfactors)
- Advice on Industrial relations : downsizing, rightsizing, closures, CLA's, national and European workcouncils