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## Intense and fulfilling

If I had to describe my summer, I would use those exact two words: intense and fulfilling. Let me tell you why.

Intense: we continued to match clients with the right HR freelancers, not only in Belgium but also in France, Germany, the Netherlands, Slovakia, Poland and the United States. Fulfilling: we had the pleasure to reconnect with our clients during our boat trips. Because that's what summer is all about: reconnecting.

And I want to share a particular moment with you: when our guests arrive, we usually ask them to introduce themselves by saying: 'I am probably the only one on this boat who...'. Specifically during the summer, it's a good way to break the ice.

On our latest boat trip, however, things were different: one subject dominated our guest's conversation: 'the war for talent'. Every company has to fill in vacancies, yet has difficulties finding the right talent. We exchanged possible solutions, best practices and personal experiences.



If you connect great HR people, beautiful things happen and this is what makes us proud at HRbuilders. Our mission is to bring great HR people together and share knowledge, whether it be a client and a freelancer, or a group of clients.

Happy readings

**Hans Joris**

CEO HRbuilders

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Do you need an HR professional now and you don't have the time or resources to search for one yourself? We will find the right match **within 48 hours**. While other agencies only start searching once they have received your request, we already have a clear picture of potential and **available candidates**. That's because we know the HR community in depth and connect with them every single day. This allows us to guarantee a perfect **cultural fit** with your organisation ensuring that you feel the hired candidate's impact from day 1.

▶ Tell us the HR expert you're looking for at [info@hrbuilders.eu](mailto:info@hrbuilders.eu). We will take the time to understand your challenges.

# How do you see your company?

As a place to work? Or as a *great* place to work? Whatever your answer might be, we all have one thing in common.

We all want to feel good. We all want to feel heard. And above all: we all want to work in a company that guarantees the above. It's obvious. So is it still necessary to talk about the employee experience?

## Employee experience: still necessary?

Yes, it is. Employee experience is key to a successful company. If not *the* key. As **Simon Sinek** puts it:

Customers will never love a company until the employees love it first.

The HR managers who attended our HRdinner in Brussels in February and our HRbreakfast in Paris in September agree. The evidence? As soon as we launched our events about employee experience we had a full table.

## Goal: pay attention to 5 factors

But how can you guarantee a great employee experience? Quoting Gallup, executive coach **Heleen Mes** advises you to pay attention to five factors:

- 1 A happy culture
- 2 Agile leadership
- 3 Inspiring workplace
- 4 Effective technology
- 5 Redesign HR processes and map the employee journey



## Approach: co-creation

How do you create a great employee experience? If you ask **Bruce Fechey-Lippens** (Global head agile working, digital HR and people analytics at Solvay) this question, you get one word: co-creation.

Bruce created a one-stop **employee experience platform** that currently reunites 25,000 employees and transforms Solvay's way of working.

Interestingly, the platform isn't an HR tool. It's not developed by HR, it's developed by employees for employees. It's a tool that has **two objectives**. One: to enhance collaboration. Two: to connect Solvay's employees all over the globe.



**Testing continues** and Solvay regularly adds features to the tool. The platform now enhances feedback, facilitates job matching, mobility, learning, coaching, mentoring, pulse checks and more to discover.

## Result: more than one benefit

What's the impact of a good employee experience? Your employees will feel at home, but there is more. Enhance your employee experience and you will experience:

- 2.5x Higher revenue growth
- 22% Higher customer satisfaction
- 40% Lower staff turnover
- 43% Increase in productivity
- 47% Higher effectiveness
- 58% Fewer patient safety incidents
- 70% Fewer employee safety incidents

Source: Hay Group/ Gallup

Employees want to feel comfortable, achieve their goals and contribute to a greater cause. If your employees feel at their best, your company works at its best. If your employees are happy, your customers are happy. And there is only one way you can achieve this. Two words: employee experience.

**Not only employee experience is important to us. We also value customer experience:**

- We invite you to our HR events & workshops.
- We provide a cultural fit with each assignment.
- We guarantee a great follow-up during the HR assignment.

# To freelance or not to freelance?

## Workshop

To freelance or not to freelance? That's the question and maybe *your* question too. So if you're thinking about becoming an HR freelancer, why not join us at our next workshop?

The pros, the fees, the advantages of freelancing: we will share everything with you on **Tuesday, 22 October**. In addition, we will explain how to budget on a variable income and how we match your expertise with your next HR assignment.

Plus: Bart Pittoors from Multipen will give you insight into the relation between your turnover net pay & the number of contributions a freelancer has to pay according to the Belgian system.

Interested? Book your free spot on: [www.hrbuilders.eu/events](http://www.hrbuilders.eu/events)

## Webinar

You can also follow our webinar online on **Tuesday, 22 October**. We will explain the advantages of freelancing and how we can boost your freelance career nationally or internationally.

Sofia will answer all questions you might have.

► Register online: [www.hrbuilders.eu/events](http://www.hrbuilders.eu/events)

## Throwback to our events

### HRdinner Düsseldorf with Dagmar Pithan

An inviting topic, an enthusiastic speaker, an opportunity to connect with peers. That's what we're going for at our HRdinners. And once again everything came together on 28 May when Dagmar Pithan from Deutsche Telekom shared her insights into global talent management with us. Dagmar's most valuable insight?



Compared to peers, companies with well-structured, strategic talent management programs experience 26% more revenue per employee and 40% lower turnover.

—Dagmar Pithan, VP Global Talent Management Deutsche Telekom AG



### HR freelance community barbecue

It's a tradition. Every year, we invite our HR freelancers to our barbecue. To connect and to thank them for partnering with us. And this year, it was once again a success. 24 degrees, delicious food and –last but not least– the enthusiasm of our freelancers contributed to a great evening.

And it's their career as a freelancer that makes them so excited. We asked our freelancers why they wanted to become a freelancer, and this was one of the answers:

Variety. The opportunity of going from one HR project to another, from one company, one culture, one environment to another. The possibility of using your knowledge within those different cultures, companies and projects.

—Véronique, freelancer



# From Poland, Slovakia to the US

Summer is a great time for an international adventure. To travel abroad or –in our case– to match our international HR interim managers with a new HR assignment. This summer:

- Sofie has connected Katarina with a **talent management role** in Slovakia.
- Sigrun has connected Hanna with an **HR business partner role** in Poland.
- Cécile has connected Jacques with a **global HR business partner role** in the United States.
- And **3 new members** have joined our team. Curious to know who? Have a look down below.



## Meet Ann, Ingrid and Maxim



'I introduce HRbuilders to French companies, to support them in the recruitment of experienced and specialised HR profiles for replacement, specific projects and reorganisation. I'm here for you and I'm looking forward to meeting you.'

**Ingrid Laurent**

Business development | Paris

✉ [ingrid@hrbuilders.eu](mailto:ingrid@hrbuilders.eu)

'As an international matchmaker based in London, I help HR leaders find the right HR talent for interim or permanent HR roles. Would you benefit from a personal service to find not only the right skills and experience but also the right corporate cultural fit? Or are you an interim manager who's looking for a permanent or interim position? Together with our international HRbuilders team, I am here to support you. Happy to connect.'

**Ann Van Puymbroeck**

International matchmaker | London

✉ [ann@hrbuilders.eu](mailto:ann@hrbuilders.eu)



'Writing is my passion for as long as I can remember. My goal at HRbuilders is not to give you content. I want to inspire you with great content.'

**Maxim Schelstraete**

Marketing & communications coordinator | Ghent

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## HR freelancers

### Belgium

5/10	Brussels	Social elections master class
14/10	Antwerp	Change management: always change a winning team
22/10	Ghent	Workshop: to freelance or not to freelance
18/11	Ghent	Improve your employee experience with design thinking
16/12	Ghent	Christmas event

### International

2-3/10	Paris 16	Congrès HR'
14/10	London	Meet us for coffee
22/10	Online	Webinar: to freelance or not to freelance
3/12	Paris 8	Change management: always change a winning team

► Book your free spot on [www.hrbuilders.eu/events](http://www.hrbuilders.eu/events)

## Clients

### Belgium

17/10	Ghent	Meet us at the HR Gala
12/11	Brussels	HRdinner: from HRstrategy building to execution
10/12	Brussels	Ladies: be your own leader
16/01	Ghent	New Year's event with Peter s'Jongers, CEO Prottime

### International

7/10	London	Meet us for coffee
26/11	Munich	HRdinner: big data solutions in HR

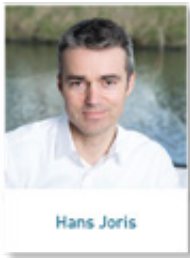
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### International conferences

2-3/10	Paris 16	Congrès HR'	<b>MERIT</b>
5-6/02	Seville*	Meet us at the MERIT Summit	
16-17/03	Barcelona	Meet us at the Teneo HRcoreLAB8	

► \*L&D leader? E-mail to [info@hrbuilders.eu](mailto:info@hrbuilders.eu). Apply for a free pass.



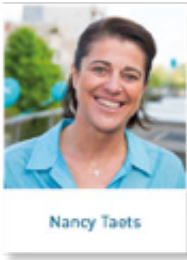


Hans Joris

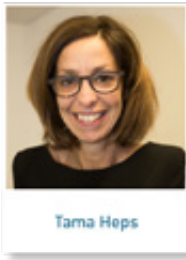
# Connecting Great HR people



Isabelle Van Hecke



Nancy Taets



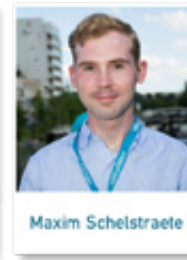
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Sylvie De Bruyckere



Dimitri Wymeersch



Maxim Schelstraete



Céline Martens



Sofia Van Overmeire



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### International

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## Our clients

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