



Sara Goyens

HR-consultant,
trainer & coach

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Over the past 20 years, I developed my affinity for organizational & leadership development and in particular the balance between processes, structures and systems on the one hand, and the more cultural and people-related elements on the other hand.

I can help you with:

- Developing HR strategies and implementation plans
- Diversity & Inclusion
- Employee engagement & well-being at work
- Talent management and development
- Workshop facilitation and training
- Coaching on performance, career, stress & burn-out
- Change and project management

Profile

- Excellent communication skills
- Swift comprehension of complex structures
- Growth mindset
- Creative and solution focused
- Independent, organized and proactive way of working
- Professional acumen

Personal

- Married with children
- Addicted to stories
- Strong desire to explore the world
- Yoga, volleyball and ski fan
- Active member neighborhood committee

Languages

- Dutch: native speaker
- English: full professional proficiency
- French: professional proficiency
- Spanish: notions
- Swedish: notions

Tapping & swiping

- Microsoft Office: Word, PowerPoint, Excel, Outlook, SharePoint, OneNote.
- Social media: Facebook, Twitter, LinkedIn, Pinterest, Yammer, Instagram,...
- Virtual working: Zoom, FaceTime, Teams, Skype,...

Work experience

Freelance HR consultant, trainer & coach, Junko

Self-employed – since June 2018

As freelancer, I combine long term HR interim assignments with offering (career) coaching in my own practice. I am mainly interested in assignments in learning & development, coaching, diversity & inclusion, wellbeing, engagement, organizational development and talent management. I am looking for a healthy integration of work and private life, so flexibility is key and PT assignments (up to 80%) are welcomed.

Talent Director, BCW-global - WPP - freelance

talent management (Brussels) – October 2020 till July 2022

As Talent Director and part of the leadership team, I am responsible for the people strategy. My focus is on mental and physical wellbeing at work, building resilience during the pandemic and the implementation of a hybrid model for return to the office. I enjoy co-creating an inclusive workplace and promoting a growth mindset and feedback culture for more engagement. Furthermore, improving recruitment, onboarding and talent management processes helps improving the employee experience.

Career coach, Huis voor Veerkracht – self-employed

career, stress and burn-out coaching – CoachBureau from January 2019 till December 2020 and Huis voor Veerkracht since January 2021

As coach, I provide coaching on performance and career questions and related challenges as stress and burn-out. With my knowledge and experience in HR and with high sensitive and highly gifted individuals, I help others to recognize their talent and competencies, develop their skills and gain more satisfaction, confidence and resilience in their work and life.

Learning & Development Officer, Bio-Planet – Colruyt Group - freelance

development of employees, teams and organisation (Lot) – August 2019 till April 2020

As L&D Officer, I am responsible for supporting the line managers in their role of people managers. I advise and coach them in their personal leadership and team development. Furthermore I lead change processes and development initiatives to strengthen the company culture and business strategy. I facilitate workshops and training and promote a positive learning climate.

HR Business Advisor and Trainer, JUMP

business development, training, project management (Ukkel) – June 2018 till July 2019

JUMP is the leading social enterprise working with companies and individuals to close the gap between women and men at work.

As HR Business Advisor I connect with and advice companies and organisations to reach more gender equality sooner.

As a trainer / facilitator I work with women networks, diversity taskforces, teams and individuals to share updates on Diversity & Inclusion, to implement best practices and deliver customized trainings.

As project manager I work on studies and publications about inclusion, sexism, etc.

Senior Learning & Development Manager, Deloitte Belgium

Professional services (Brussels) – August 2013 till May 2018

Deloitte offers value added services in audit, accounting, tax & legal, consulting and financial advisory. As part of the central Talent team, I acted as Senior L&D Manager leading the L&D team.

- Responsible for the development, coordination and delivery of on-boarding and non-technical learning activities at national level, with a focus on professional, interpersonal, managerial and leadership skills.
- Translation of individual and team development needs into appropriate L&D programs in accordance with business strategy.
- Act as true business advisor to internal stakeholders; coordinate and foster collaboration between functional learning teams.
- Active member of the Deloitte EMEA Learning Council. Close cooperation with DTT Global Learning and EMEA Learning teams.
- Design and/or delivery of training programs in Belgium and at Deloitte University EMEA, as there are "Be a Manager @ Deloitte", "Personal Impact & Networking", "Negotiations Fundamentals", "Feedback & Delegation", "Deloitte Facilitator Excellence", "Be a Social Business Champion", "Business Chemistry", ...

Diversity & Inclusion Manager, Deloitte Belgium

Professional services (Brussels) – January 2007 till July 2013

- Program management: develop strategy, program and goals, reporting to the Managing Partner Talent
- Act as true business advisor to internal stakeholders; Lead D&I council across functions.
- Communicate and engage leadership teams and employees to build awareness and take action.
- Partner with marketing, recruiting, talent and business teams to integrate and embed inclusion in all processes.
- Organise and conduct networking events, both internally and externally.
- Design and deliver development programs a.o.: "Cultural awareness", "Working effectively with India", "M/Paternity counseling", "Reverse mentoring"...
- Ensure compliance, measure results, monitor impact and report progress
- External recognition from clients and contacts; Winner of the Wo.Men @ Work Award in 2012

Talent Project Manager, Deloitte Belgium

Professional services (Brussels) – January 2007 till July 2013

Project and change manager for a broad range of strategic talent projects cross-firm.

Key projects:

- Competency and performance management
- 360° / upward feedback
- Coaching and mentoring
- Employee engagement
- NWOW
- Internal mobility

HR Business Partner, Deloitte Belgium

Professional services (Brussels) – March 2002 till December 2006

HR Manager for Audit and Enterprise Risk Services (AERS) and Financial Advisory (FA) business units of Deloitte Belgium.

HR operations and strategies including:

- Induction and development
- Performance management
- Compensation & benefits
- Retention and mobility

Recruitment Officer, Deloitte Belgium

Professional services (Brussels) – September 1999 till March 2002

- Responsible for campus recruitment plan and implementation
- Sourcing and selection of junior and experienced hires cross –firm
- Training of hiring managers

Recruitment consultant, AHEAD

Search & Selection (Brussel) – September 1997 till August 1999

- Sourcing and selection of middle management profiles

Education

- Human Resources Management (1999) Universiteit Antwerpen
- Master européen en sciences du travail (1996-1997) UCL / Erasmus ('97) Université des sciences sociales de Toulouse, France
- Master Social Sciences, Sociology of Work (1992-1996) KU Leuven / Erasmus ('95) Uppsala Universitet, Sweden

Certification and training

- Career coaching accreditation (2020) and reboarding catalyst (2022) Huis voor Veerkracht
- Certo certificate outplacement consultant (2020) Federgon
- Deep Democracy – Level 1 (2020) HUMMUS
- Inspirerend coachen (2018 and 2019) Inspirerend Coachen Academy
- Verbindende communicatie (2017 and 2019) Jaspis
- Solution Focus Coaching (2016 and 2019) Ilfaro
- Geboeid door perfectionisme (2017) Fenrir consult
- The 6 Disciplines of Breakthrough Learning (2014) Fort Hill
- Business Chemistry (2014) Deloitte
- Leader as coach (2013) Deloitte / Gordon Cooper Associates
- Cultural Navigator, Cultural Orientations Assessment (2011) TMP Berlitz
- Mindfulness (2011) ISW Limits
- Inspireren tot veranderen (2010) Vlerick
- Effectief leidinggeven voor vrouwelijke managers (2010) Centre for Balanced Leadership
- The 7 vices of female executives (2009) Ellen Soëntken
- The 7 habits of highly effective managers (2007) Franklin Covey
- Facilitator Excellence (2007) Deloitte
- MBTI step I (2005) OPP
- Targeted selection (2005) DDI
- ...

Publications

- Bevrijd uw onderneming van seksisme / Libérez votre entreprise du sexisme, JUMP, 2018
- How to build an inclusive workplace, JUMP, 2019
 - download via www.jump.eu.com/ressources