



Elise Falmagne

Senior HR Consultant

FR / NL / ENG



Highlights & motivation

- 17 years of experiences in HR both in private and social sector as an employee or freelancer
- Specialized in Talent Acquisition, Learning & Development, Facilitation and Coaching
- Analysis and optimization of HR processes: I'll make concrete proposal based on rigorous methodologies to ensure a realistic implementation.
- People oriented, diplomatic communication and adaptability skills at all levels of organization.
- Committed and convincing person, I have a great sense of leadership while ensuring all people are onboard.

Experience

HR Consultant, Trainer & Coach @ HumanTrail - Self-employed (7,5 years)

May 2017 – Now

Various missions such as: Individual & team coaching, training, workshop facilitation, HR advisor.
Clients in different sectors: construction, Finance, Pharmaceutical, sport & education

Talent Acquisition Manager a.i @ Toyota Belgium (Inchcape) – Freelance (1,3 years)

Nov 2023 – Feb 2025

- Responsible for all Talent Acquisition activities for Toyota/Lexus/BYD in Belgium, leading a team of 3>2 Talent Acquisition partners.
- Manage the recruitment and selection process from A to Z for all High-level roles (Distribution & Retail)
- Collaborate with hiring managers, HR Business Partners & stakeholders to find the right Talent
- Develop employer branding initiatives and lead projects to develop creative solutions for TA challenges
- Develop metrics and evaluate the effectiveness of various attraction tools and channels

Senior Recruitment Consultant @ Keolis Belgium – Freelance (2 years)

Oct. 2021 – Sept. 2023

- Full cycle recruitment for white collars in Belgium: intake, sourcing, screening, follow-up, salary proposal & negotiation, onboarding preparation.
- SPOC for the internal partners (HR Business Partner, line manager & direction)
- Partnership and follow-up with external recruitment agencies

Co-Managing Partner & Office Manager @ Butterfly&CO – Freelance (4 years)

April 2017 – June 2021

- Association with 6 consultants & coaches to offer services dedicated to Change Management, training & coaching.
- Commercial business support: offers, training's organization, follow up of interventions.
- Communication & event: presentations to clients, teaching tools, website.
- General administration & financial reports.
- Trainer & coach

HR Manager @ The Swatch Group Belgium (3,5 years)

Jan. 2014 – June 2017

- Responsible for all soft & hard HR activity (100 employees)
 - Soft HR : recruitment, onboarding, evaluations, trainings, HR policies, well-being at work.
 - Hard HR : Payroll, fleet management, yearly budget planning.
- Global HR administration: personnel file, Belgian social legislation, insurance, social documentation
- Various HR Project management such as launch of the retail business in Belgium (store opening)

HR & Office Manager @ Le Foyer Laekenois (6,5 years)

June 2007 – Dec. 2013

- In charge of a team of 9 employees and 4 workers (social department).
- Global HR management & administration: Recruitment, hiring, on boarding, evaluations, individual development plans, trainings, payroll, insurances, ...
- Communication and project management: coordination of events, creation of communication tools (website, flyers, book, magazine).

Education

Post-graduate in Management @ ICHEC Business Management School (evening classes)

2012

Master in Sociology @ Catholic University of Louvain-La-Neuve

2001-2006

Aggregation in political, economic and social sciences (High School teacher certification) @ UCL

2003-2006

Training

ICF Coach @ Coaching Ways Belgium

2019-2020

Shiftmaker program (change management) @ Butterfly&CO sprl

2018

Various leadership trainings & supervisions : manager-coach, be motivating leader

2008-2012

Languages

- French : Mother tongue
- Dutch : Bilingual
- English : Fluent

Technical Skills

Linkedin Recruiter



Excel



SAP (SuccessFactor)



Odoo



Personal

- 41 years old (02/06/1983)
- Proud mom of 3 boys
- Love to do family sport and outdoor adventures like climbing, hiking, running and travelling