



ISABELLE DEMOL

Corporate Change Management Expert,
Sidekick for entrepreneurs

PROFILE

Corporate Change Management
Expert with extensive experience in leading organizational transformations, designing and deploying strategies and architectures aligned with company vision. Possesses a natural instinct for understanding and contributing to business objectives by driving consistency between people and business strategy. Skilled in building credibility and trustworthy relationships at all levels, and enthusiastic about advising and helping teams succeed in their strategy execution. Passionate about guiding entrepreneurs and managers to excel in both professional and personal growth.

CONTACT

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KEY STRENGTHS

Restorative
Open and transparent
Relationship building
Decisive

KNOWLEDGE AND EXPERTISE

Change Management & Change Leadership

Provide a global, holistic, and structured approach to change using the PROSCI ADKAR methodology. Collaborate with businesses to plan, implement, and sustain changes, enabling people, teams, and organizations to grow towards their desired future state and ultimately contribute to business objectives.

Entrepreneurship

Successfully built my own textile printing company, giving me solid expertise in holistic entrepreneurship. Understand the challenges of entrepreneurship and can empathize with entrepreneurs to define their needs as leaders and for their companies.

Commercial Excellence

Extensive experience in creating sustainable best-in-class financial results by influencing the behavior of customers, employees, and other stakeholders.

Mediation & Business coaching

Certified and recognized mediator in Social Affairs, Civil and Commercial Affairs, and Family Affairs. Business coaching at MCC level (Master Certified Coach): Build collaborative relationships with business owners or CEOs aimed at strategically developing and growing successful organizations.

RECENT WORK EXPERIENCES

FREELANCE PROJECTS FOR VARIOUS COMPANIES

2018-Present

Commercial Excellence

Build on permanent behavior change among all stakeholders within the organization transitioning from transactional selling to lifetime value selling.

Build change capabilities in Leadership.

Define clear leadership direction and commitment, appropriate management processes and systems and a workforce empowered to sustain the change.

Go To Market Strategy, Process & Tools, People

Organizational Change

Change lead to support the global organization in their end-to-end transformation journey to increase efficiency. Envision – Dialogue – Engage – Inspire.

Design and execute change & communication plans for a large-scale organization transformations.

Carried out a compelling and holistic vision and approach on change management using the ADKAR methodology. Enabling people for the change in the future.

Drive and lead change adoption programs both in Belgium and globally.

Design and lead Leading through change program: Empowering program for leaders for engagement and equip them with tools and support needed to foster engagement with a new way of working.

M&A Integrations

Lead the human side of integration streams during and post-acquisition. Manage the process of merging the people side of different companies (partially or completely) to achieve intended synergies and maximize predicted value.

CX&S Customer Experience and Service Strategy

Establish on how the organization will interact with customers, the experience/services provided and how to measure them. Translate the CS&S Strategy into a blueprint for omnichannel related projects and initiatives.

HRBP for a Manufacturing Company

Design HR strategy and roadmap aligned with company strategy and initiatives.

SIDEKICK FOR ENTREPRENEURS

Co-create cost reduction programs and future vision for companies. Support entrepreneurs in validating requirements, prioritizing, and aligning on future roadmaps.

ENTREPRENEURSHIP:

Founder/Owner Textile Printing company (2004-2018)

Built a textile printing company from scratch and successfully sold it after 15 years.

The company operated autonomously with minimal dependence on external stakeholders, including a shop, webshop, sales representatives, internal sales services, call center, in-house graphic service, textile printing manufacturing, and embroidery studio.

EDUCATION

Studied **Taxation** and **Law** and is a **certified mediator in Social Affairs, Civil and Commercial Matters and Family Affairs**.

Certified and experienced **PROSCI** Change Management Coach. (June 14th)

Obtained various certifications in **Business Coaching, Team Coaching, Organizational Constellations, Insights Discovery®, Enneagram (Levels I and II), LEGO® SERIOUS PLAY®, ADKAR, Shingo Principles, and more**.

Upcoming courses: **Sociocratie 3.0, The corporate activist: Change professional of the 21st century**