



TRAJECTUM

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SELECTION & ONBOARDING SUPPORT

2018

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Hilde Helsen – Partner
Bosstraat 8 - B-3012 Leuven
GSM +32 496 25 27 02
TEL: +32 16 41 46 56
Hilde.Helsen@trajectum.be

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Miet Vanbergen – Operations
Bosstraat 8 - B-3012 Leuven
GSM +32 495 88 36 66
TEL: +32 16 41 46 56
Miet.Vanbergen@trajectum.be



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Change has a substantial effect on organizations. It can have various causes, both internal and external, ranging from new market conditions to important changes in the organization's mission or vision or a new ownership structure. In all cases working processes and management procedures are forced to adapt rapidly and efficiently.

The impact is even greater on individuals. Often unexpectedly they find themselves at the start of a transition period. A period during which professional experience, personal convictions and human values are being put to the test. A very individual one.

TRAJECTUM strongly believes that especially these personal, human factors define the future of each person. TRAJECTUM therefore seeks to connect with the individual behind the person. To uncover one's potential and uniqueness and at the same time to create awareness of one's own capabilities. Not only to be ready for the next challenge, but also to believe in it. In short, TRAJECTUM stands for personal business development.

TRAJECTUM, therefore, does not offer standardized packages or trainings, on the contrary. Each person sets out a personal journey tailor-made to his/her individual and professional needs and characterized by a human approach with respect for each individual's personality. Whatever the cause of change may be, TRAJECTUM turns it into a unique personal transition.

TRAJECTUM, Humanly Resourceful

SELECTION & ONBOARDING SUPPORT

TRAJECTUM supports organisations and individuals in moments of transition.

One of the important transitions for an organization and the individuals involved: expanding a team, getting someone on board, promoting/demoting someone, a fundamental change in function.

The TRAJECTUM Onboarding process supports and answers essential questions that arise throughout the entire process: starting from the decision to recruit through the processes that follow: recruitment, selection and onboarding;

- What are the result areas of the role you wish to recruit for?
 - Hoe komen jullie in een open dialoog tot een éénduidige omschrijving?
- What is the intention of the role? How does this puzzle piece fit into the organization?
 - How do you achieve alignment with all people involved?
- What are the essential competencies required for the role?
 - How do you gain insight into both technical and human skills?
- What is the Best Fit in terms of personality within the team?
 - How important is the 'developable potential' aspect in the role?
- What is the desired behaviour based on your values?
 - How clear is the DNA of your organization for everyone involved?
 - How do you distinguish natural behaviour from acquired behaviour?



- What is the induction policy (onboarding process) of your organization?
 - How do you guarantee a strong start?
- What is the capacity of your organisation?
 - How can you further develop you employees?
 - How much space and energy do you have for this?

This Onboarding process aims at the best fit for your organization so that the ROI increases, and for the candidate: from the start increased productivity, he / she is in his / her natural strength, and increased involvement.

This in turn leads to healthier organizations in which people work together and contribute from their essence and inspiration.

Unique to this Onboarding process is the support provided by the ODIN Development Compass. This system can be used at the start in the selection process and for the further development of the employee, all via one single measurement.

ABOUT THE ODIN DEVELOPMENT COMPASS

ODC® measures the conscious and the unconscious. At least 90% of our daily actions are determined by the unconscious. The power and uniqueness of the ODC® tool compared to traditional instruments is that it also measures the unconscious drives.

Natural talent, developable talent and learned behaviour (vulnerable strength) are made transparent and the blockades that prevent people from living and working completely from natural strength.

These insights ensure that people learn to use their natural competences better, tailored to the objectives of the role and the organization.

Do you wish to get acquainted with this unique Onboarding process? Would you like more information about this?

We would be more than happy to meet and discuss together how we can further optimize your recruitment and selection process.



HET TEAM

We, the team members of TRAJECTUM, are all masters in a specific field. Each of us has a deep knowledge of a particular subject while demonstrating versatile skills. And each of us has a proven business track record and went through a profound personal development journey.

What we share is that we all believe in the motto “Plus est en vous” and that every day we experience human resilience. Therefore we are all convinced that each individual has the ability to persevere towards his or her goals and the capacity to go to great lengths to obtain the desired results.

<http://www.trajectum.be/nl/the-team>

DEVELOPMENT COACHES TRAJECTUM

HILDE HELSEN

Hilde is Owner/Founder of TRAJECTUM.

Hilde is responsible for initiating and maintaining client relations and assures the client's and candidate's objectives through operational and evidence based excellence.

Hilde has more than 25 years' experience as manager and executive in international companies (Exxon Chemical, Kemira, DBM/Lee Hecht Harrison). She has functional and international experience in production, sales, purchasing, supply chain, human resource and general business management. Her specialties are (re) defining and implementing business strategies and leading the change process required delivering the targeted results.

Hilde led the restructuring, divestment and sales process of Kemira Specialty Crop Care business worldwide.

Hilde holds a civil engineering degree from the KU Leuven as well as an MBA. She is a Certified Personal Coach (ICF- PCC) and member of the International Coaching Federation. She is formed as Group Coach.

Hilde has experience with the non-profit sector as volunteer and President of the Board of ToolBox. She is Board Member of Netwerk Ondernemen.



KATJA SOORS

Katja specializes in personal and leadership development of the manager and entrepreneur with a rather introverted character. She supports these specialists to become more visible and so more successful. By utilizing the power of their introversion, they are more accessible to others. She learns how to present themselves better, in a way that suits their personality. Their impact and visibility increases causing them to develop growth opportunities within the company.

Won't she work with rather extroverted people? Of course, she does! For them, it's just very interesting to work with her as an introverted coach. The insights they get from this aspect in the personality, they can apply immediately in their private and work environment. It has a positive effect on their relationships and communication with their introverted colleagues, spouse, child(ren) or friends.

Katja has 20-years business experience with a very results-oriented approach. She worked as a manager for international companies as Verizon Business and Ineos ChlorVinyls. More than 12 years her focus was on building long-term relationships with industrial customers. From 2007 she was responsible for the Customer Services department (30 FTE) at Tessengerlo Group. In this role, the development of her team members was as important for her as achieving results. She managed several teams during change projects.

Katja graduated as Agricultural Engineer from the University of Louvain in 1995 and she has a degree in Business Administration (EHSAL, Brussels, 2007).

She is a certified coach (ICF), is also certified Stress & Burn-out coach and qualified for using the MBTI personality model. She is ODC Level 1 and SHR Certified. She has additional educations in Introversion, Enneagram, Master Mind and Emotional Intelligence.

MIET VANBERGEN

Miet is the right hand of Hilde Helsen since the start of TRAJECTUM.

She is responsible, among other things, for the organization, logistical and administrative support of individual and group trajectories.

She is an alumnus and co-facilitator of TRAJECTUM's leadership program TRAJECTWAY and guides candidates who use the VDAB Loopbaancheques.

Miet started her career at ExxonMobil as a customer service representative and has more than 20 years of experience as trilingual customer service, sales and management assistant (KBC Bank & Insurance, LINPAC Group, DBM / LHH and PROGRESSIO).

Miet studied Secretarial Management & Modern Languages at the Katholieke Hogeschool Leuven and followed the Inspirational Coaching course of Jef Clement. She obtained the CERTO certificate from Federgon and is a certified professional ODC (Odin Development Compass) Level 1 and Strategic HR.

She is a member of the UCLL Group Council Management & Technology.

