



Philippe DANCOT

Consultant in Organization and
Human Resources

Daphnias, sprl
B-1325 Chaumont-Gistoux

Philippe Dancot is an independent consultant in organization and human resources

- **His objective is to assist corporations or institutions to increase the added value of their human resources**
 - Companies who want to enhance the **strategic alignment** and/or **efficiency** of their human resources;
 - Companies who need to **adapt** the management of their human resources pursuant to merge, re-organization, expansion of activities, internationalization, etc...;
 - Companies who feel the need to (re-)**vitalize** the management of their human resources.
- **His core areas of expertise include**
 - Functional HR organization in international or multi-site companies;
 - Employee shareholder plans.

Professional experience

- **A long career in top multinational groups, has given Philippe Dancot extensive experience of international projects in complex matrix organizations**
 - Philips (1970-1978), Exxon-Mobil (1978-1988) and Saint-Gobain (1988-2009) where he had different executive responsibilities in information systems, management of subsidiaries and human resources;
 - Before creating ***Daphnias*** - his own consulting company - he was HR International Corporate Director at the worldwide headquarters of Saint-Gobain in Paris;
 - He has been a member of several supervisory boards in Belgium and France;
 - He has chaired the European Workers Council of Saint-Gobain.
- **Some achievements in Saint-Gobain**
 - Harmonization of HR management processes across the world;
 - Global optimization of HR services, leading to a breakthrough improvement in quality and a 20% cost reduction;
 - Permanent benchmarking of shared service centers across 22 countries;
 - Massive development of employee share ownership in more than 40 countries;
 - Implementation of managers mobility and rewards program in Benelux;
 - First major outsourcing of a datacenter in Belgium (as early as 1991).

Examples of missions

- Appraisal/audit of HR services;
- Optimization of HR organizations, specially in international or matrix organizations;
- Reduction of HR costs;
- Streamlining of HR processes;
- Definition of salary policy;
- Definition of expatriation policy;
- Justification and steering of shared service center projects;
- Continuous improvement programs on basis of internal/external benchmarks;

- Definition and international roll-out of employee shareholder plans;
- Capital increases for employees;

- Individual or collective coaching of executives and networks;
- Individual appraisals;
- Recruitment interviews;
- Executives redeployment in cases of company merges;
- Etc...

Education and qualifications

- **Civil engineer** (Faculté Polytechnique de Mons, Belgium - 1970)
- **Master in Business Administration** (Boston University, Mass., USA - 1981)
- **Additional training**
 - Multicultural management
 - Project management
 - Crisis management
 - Media communication
 - Appraisal interviews
 - Recruitment interviews
 - Negotiation skills
 - Quality systems
 - Safety
 - Etc...
- **Access to a network of selected, highly skilled, consultants in France and Belgium**
- **Missions in English and French**

Contact

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