**Move! : An Experienced Partner**

Move! is a small, independent consulting business. We work internationally, for large corporations, private and public, SME’s, and not-for-profit organizations. Among our customers we welcome:

Lafarge Algeria, China, Kenya, France (Building Materials); Cristal Union, France (Sugar Industry); Indaver, Belgium (Waste Management); KBC, Belgium (Bank & Insurance); DHL, Belgium (Logistics); Carglass, Belux (Automotive); Alken-Maes Breweries - Heineken, Belgium (Beverages); GEA Group, Germany (engineering); Boerenbond Belgium (agriculture); ...

Move! is small and agile, but very well embedded in diverse international networks of OD/HR consultants and practitioners.

**Clement Leemans**, is Managing Consultant and an experienced HRD & OD professional with extensive leadership experience (ING, Belgacom, Lafarge). He combines his focus on business performance & results with a profound understanding of collaboration, team work & organizational behavior.

He held several teaching assignments at KULeuven, UCLL & Management School Grenoble. He is currently guest professor at Magellan Institute Paris.

**Resources**

Move! developed a number of resources to support HR and OD professionals as well as managers to support the Organization in it’s quest towards sustainable performance and development.

- **Start to Move!**: Organizational Dialogue as lever for innovation and sustainable and successful collaboration
- **Learning Organisation**: on the why and how to become a learning, fluid, innovative organization
- **Switch it On**: 25 simple jobaids to trigger learning in your organization
- **E-book on Distributed Learning**
- **Move! Learning Android App**: scan the code and install our App on your android phone from the Google Play Store

**Contact Move!**

Move! Organizational Learning, Bankstraat 27, 3000 Leuven (Belgium)

clement.leemans@movelearning.com  cell : +32 497 91 93 63

Company Website : [www.movelearning.com](http://www.movelearning.com)
The business context organizations operate in, is changing. Globalization, technological, geo-political, societal and ecological evolutions, challenge our organizations and force us to re-invent the way we work in order to sustain performance and guarantee further development and growth of our businesses.

Move! helps you build your organization and your work processes in such a way it helps people to innovate, change and learn for sustainable performance.

Lever for Sustainable Performance

Co-creating strategy and build a shared ambition to mean something for customers and stakeholders. Share knowledge and experience for sustainable performance and success.

Stimulating a collaborative culture, with distributed leadership, autonomy, initiative and sense of belonging. Build a dialogic culture and transversal collaboration and learning.

Co-create coherent HR processes, triggering the expected behaviors of autonomy, initiative, risk and innovation. Develop ownership for HR with line management.

Build change leadership and shared ownership. Support innovation through action research, experiential learning, knowledge sharing and participative problem solving & decision making.

Through Jobcrafting building jobs, roles and careers that enable people to use their talents and energy, develop and grow and create fulfilling jobs and careers and avoid bore-out and burn-out.

Move! partners with organizations to build an effective learning & change culture for sustainable performance & development of their business.

- Process facilitation for organizational change efforts (stakeholder participation, change methodology, implementation of processes, project management, TPM, safety, CSR, ...)
- Consulting and coaching of senior management in periods of change
- Supporting strategy creation in organizations (environmental scan, SWOT, confrontation matrix, stakeholder involvement, scenario planning, Force Field Analysis, Appreciative Inquiry, Large Group Interventions, ...)
- Organizational Development (structure, culture, leadership, empowerment, involvement, autonomy, knowledge sharing, transversal collaboration, ...)
- Team coaching (vision, strategy, planning, effective collaboration, problem solving, decision making, ...)
- Developing effective HR-practices (Learning Organization, talent management, training, performance management, on boarding of new employees, job rotation, absenteeism, diversity, employee satisfaction, ...)
- Design & facilitation of experiential learning tracks with explorative activities, coaching, intervension, learning on-the-job, after action review, feedback, ...
- Workplace design, jobcrafting and career coaching

Move! Goes For...

- Collaborative consulting, maximizing the involvement of internal stakeholders, using the expertise and experience available inside the organization. We don’t work for, but with our customer organizations.
- Focusing on the impact: changed behavior & improved business results
- Systemic approach
- We don’t fight symptoms, we go for the underlying causes
- Future oriented, going for lasting and sustainable improvement
- Develop the organizational capacity for learning, innovation and change