

Luc ROSSION

Executive Interim Manager

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Engineering & Manufacturing Industry
Human & Technical Challenges

Crisis | Change | Project | Operational Management



Summary

- Experienced in **leading changes** within **technology companies** and **international environments**
- Trilingual, contracting on **full- or part-time** basis

Expertise:

- Project team management
- IT tools and languages
- Organisational development
- Technical training
- Quality management, continuous improvement
- Knowledge management
- Promoting the collective intelligence
- Team coaching

Skills:

- Achiever
- Pragmatic, logical
- Think out of the box
- Results oriented
- Structured, analytical
- Strategic thinking, ability to synthesize
- Strength of conviction
- Adaptability, agile

Carreer Overview

ROSS_Co ROSS_Co sprl - my own Consulting Company - working for: (1993 – today)

⇒ VERVLOET *High-end handcrafted hardware* 2013 – 2015



- **COO**, managing 35 people (white- and blue-collar workers)
- **Leading** the 110-years-old famous firm **to new technologies** (3D printing, 5 axes CNC machine) but preserving its unique craft character
- Restoring the **confidence** between all stakeholders and ensuring a smooth **transition** to the new steering committee.

⇒ BELSIM *Technology leader in DVR (Data Validation and Reconciliation)* 2012 – 2013



- **Project Team Manager**, leading a **multicultural** team of 10 **highly specialized engineers** from 5 countries throughout the world
- Implementing the DVR solution into the IT Refining **Plant Management System** at SATORP (Jubail, Saudi Arabia)
- Successful project management although taken over **at very short notice**

⇒ ALTRAN *High-tech engineering consulting* 2012 - 2012



- **Project Manager** seconded to GENZYME (a Sanofi company located in Geel)
- Ensuring **compliance** of a new production line with the **QHSE European standards**
- SPOC between Altran, Genzyme, the Irish Engineering Office & the **notified bodies**
- Developing an **innovative** system of **Knowledge Management**, transferring knowledge to a young Altran consultant and **coaching** him

⇒ DESMET BALLESTRA *Engineering and plant provider in the Oils, Fats & Oleochemicals* 2009 – 2011



- **Change Manager** from individual performance to **collective intelligence**
- Implementing the engineering **best practices**, specifically in instrumentation, piping design and thermodynamics
- **Agile** coach and trainer
- Contributing as a Visual Basic **programming expert**.

 ThP Engineering & Software S.A. - my own Engineering Company - working for: (1994 – 2008)

⇒ DE SMET ENGINEERS & CONTRACTORS *Agro industrial integrator* 2007 – 2008



- **Project Leader** for the turn-key construction from greenfield of a biodiesel production plant (250 000 TPY) located in the Port of Rotterdam
- Specific care to the **safety** (AMDEC, HAZOP, PED, ATEX, Fire protection) and **environmental** issues (water treatment, sewage...).

⇒ YARA former KEMIRA-GROWHOW, *production of fertilizers and industrial chemicals* 2004 + 2006



- Engineering Consultant: **process safety** studies, reforming and ammonia storage
- Enhancing the safe running of the **Seveso** production plant

⇒ SAFRAN CERAMICS former SNECMA PROPULSION SOLIDE 2003 – 2006



- Project Manager: **re-engineering** of a part of the rocket propellant production line

⇒ TOTAL *Feluy, Paris La Défense & Bougival* 2001 – 2003



- Quality Management **Trainer**: "the aim of Iso9001:2000" to all the French-speaking employees of the group + specific training to the **Quality Internal Auditors**

⇒ ORANGE BELGIQUE former MOBISTAR 2000 – 2001



- Quality Management **Team Coach**: leading a Business Unit to get certified according to **Iso9001:2000**

⇒ PROCTER & GAMBLE former *Procter & Gamble European Technical Center* 1996 – 1999



- **Project Team Leader**, PSAIS (Process Safety Artificial Intelligence System) project
- Management of 6 engineers and programmers, 15 internal customers (P&G plants)
- IT development, programming, implementation, training, debugging (hot line)

⇒ THP ENGINEERING & SOFTWARE former THERMIC PRECISION 1994 – 2008



- Conducting a team of 5 young engineers
- **Thermodynamics, IT and Mechanical Design** for the **chemical** industry
- Subcontracting for the majority of the Belgian **Pressure Equipment** manufacturers

Extraction De Smet *Engineering provider in Oils and Fats, now Desmet Ballestra* 1984 – 1993



- **Computer Aided Engineering** Manager
- **Group's Coordinator** of the technical IT applications (15 sister companies in the world)

Université de Liège *Laboratoire d'Analyse et Synthèse des Systèmes Chimiques* 1978 – 1984



- **Research engineer**: Development of the simulation software Belsim
- Including 2 years seconded to the University of Rabat (Morocco), 4th and 5th year engineering students

American Hospital Supply International *Maintenance engineer* 1977 - 1978

In parallel today

⇒ AWEX *Agence Wallonne à l'Exportation* 09/2011 - today



- **Coach in International Partnership**: helping SMEs to start exporting or to expand
- Working fields: resetting the vision, refining the objectives, defining the business model, checking the availability of the requested resources, keeping on track

⇒ DESMET BALLESTRA *Engineering in the Oils, Fats & Oleochemicals* 04/2013 - today



- **Engineering Consultant:** on request, to solve "five-legged sheep" problems
- **Programming** elaborate **Excel** files in **VBA**

⇒ VERVLOET *High-end handcrafted hardware* 11/2015 - today



- **Project Manager:** Developing a protective sol-gel coating to improve the durability of Aesthetic Metallized Surfaces, in partnership with Ionics and Materianova
- Helping out the new management, specifically with the **workshop planning**

Education

- **Master's** in Mechanical Engineering, Liège University (ULg) 1972 – 1977
- Skills Certificate in **Business Engineering**, Teknosell 1998 – 1999
- Skills Certificate in **Coaching & Team Building**, Transformance Pro 2004 – 2005
- Master in **NLP**, Institut Ressources 2004 – 2005
- Further development: coaching, NLP, NVC, **leadership** 2005 – 2008
- Certificate of competence in **Knowledge Management**, Brussels University (ULB) 2009 – 2010
- Leaders **ongoing** education and development: APM, Apo.G 2009 – 2016

Languages

- **French:** mother tongue
- **English:** fluent
- **Dutch:** fluent

Computer skills

- Office tools
- Expert in Excel and VBA programming
- Getting fast into the guts of any software and language
- Aspen+, HTFS, Hysys, Metrica, Toolbook, Vali, Vary

Current Fellowship

- BBC (Brussels Business Club)
- ICF (International Coach Federation)
- EMCC (European Mentoring & Coaching Council)
- Ligue des Optimistes
- Apo.G (Entrepreneurs club), founding member

Interest

- Non violent communication (M. Rosenberg)
- Freedom, Inc. (I. Getz)
- Reinventing organizations (F. Laloux)
- Hiking
- Communication within the couple

Personal information

- Belgian
- Married, 3 children
- Born 12-Nov-1953
- Rue de Nivelles 74/5, B-1300 Wavre
- LinkedIn: luc-rossion