

Summary

Global HR executive, with a consultancy and MBA background, delivering strategic HR in a global IT, technology, electronics and entertainment environment, focused on strategic talent management, organisational development, culture change and working with executive teams to deliver results through HR. Mainly contributing to the business through leading high performance teams to success, mostly with a high degree of change management and culture / leadership focus, and building close alliances with leadership teams within the business. Thrive in a complex, fast moving and global business environment dealing with multiple brands, businesses, technology and cultures.

Personal Details

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Nationality: Belgian

Mobility: globally mobile

Experience

Current role



HR Director EMEA, Broadband Network Solutions at CommScope - TE Connectivity until August 2015

August 2014 – Present

(Leuven, Belgium)

HR Leadership across all areas of HR in Europe, Middle East and Africa for a multibillion enterprise network, broadband and wireless technology business, part of the Executive Leadership team for the region, setting regional direction and implementing business relevant HR initiatives focusing on organisation development, talent strategy, leadership and innovation while partnering with the business at a strategic level. Direct leadership of the EMEA HR team across 35 countries and major sites in UK, Czech, South-Africa, Saudi / UAE and Belgium. Global Change Management leader in the acquisition of BNS TE Connectivity by CommScope (combined business of 6 billion USD). Completed M&A of the Broadband Network business successfully from TE Connectivity to CommScope (August 2015), covering 3000 people in the EMEA region alone.

Past roles



Global HR Talent Acquisition Director at Sony Corporation

(Tokyo, Japan)

December 2012 – August 2014 (1 year 9 months)

Global Head and lead for the Global Resourcing Platform, responsible for definition and execution of talent acquisition and retention strategy (including global strategy planning and innovation in talent acquisition practices, focused on ATS development, career portals, social media, employer branding, value proposition, graduate programmes, harmonisation etc.) across Sony Corporation. Global Co-Leader since December 2012, responsible for the overall Talent Acquisition strategy for Sony Corporation since September 2013.

Global HR Head - Sales and Marketing & UX at Sony Corporation (Tokyo, Japan)

February 2012 - August 2014 (2 years 7 months)

- Organisational development and talent management lead for Global Sales and Marketing organization within Sony Corporation.
- Owner of non-Japanese talent population in Sony HQ.
- Global HR Lead on business transformation and integration / transformation projects in Sales and Marketing Sony Electronics across all regions.

Global HR Leader - Global Web Office - Global Sales and Marketing at Sony Corporation (Tokyo, Japan)

February 2012 - August 2014 (2 years 7 months)

- Global Head responsible for the Design and Organisational Development of the global Web Organisation in Sony Corporation, building this worldwide operating organization from scratch, currently working across 4 regions.
- Member of the global Leadership Team setting direction and strategy for all business and HR related aspects of Sony's Consumer Marketing Online Business globally, rolled out new consumer web platform for Sony in Europe (32 countries, 25 languages) in January 2014 (for reference, see: www.sony.co.uk).

Head of Employee Communication & Engagement Sony Europe at Sony Electronics (Weybridge, UK)

June 2011 - February 2012 (9 months)

- Overall responsible for Employee Communication and Engagement strategy definition, roll-out and delivery for Sony across all European countries.
- Member of the EU HR Leadership Team.

General Manager / Strategic Business Partner HR, Sony UK & Ireland at Sony Electronics (Weybridge, UK)

October 2010 - October 2011 (1 year 1 month)

- Member of the Sony UK & Ireland Management Board.
- Translation of medium / long term business challenges into commercially focused HR solutions.
- Ensure organisational design and people strategy implementation enabling delivery of business goals.
- Deliver strategy as a true integral part of the business / strategic HR business partnership

Senior HR Manager, HR Europe, People & Organisational Development at Sony Electronics (Weybridge, UK)

May 2008 - September 2010 (2 years 5 months)

- End-to-end responsibility for design, assessment, development and succession planning of strategic talent management initiatives, such as the Leadership Development Pool in Europe, building a talent pipeline for future executive roles. Successful design, stakeholder involvement and roll-out of a redesigned "Innovation Leadership Programme" across Europe.
- Half-time secondment in Sales Strategy Europe department (Aug '09 - April '10) driving OD and Change Management in key business change project, leading successful culture and change implementation and salesforce development in Europe.
- Internal Pan-European consultancy project work within Sony: Key People Assessment of executive teams across Europe, delivery of culture change training and energy management programmes, responsibility for Mentoring processes in Sony Europe.

HR Manager, People & Organisational Development, HR Europe at Sony Electronics (Weybridge, UK)

July 2006 - April 2008 (1 year 10 months)

- Management of Sony's European Graduate Programme: recruitment & resourcing, development, retention.
- Internal consultancy function covering design and delivery of tailored training and development activities, leadership assessment and/ or development programmes within specific business areas, performance management and development, leadership meeting facilitation, etc



HR Manager Belgium at Telindus Belgacom ICT

(Leuven, Belgium)

April 2004 - July 2006 (2 years 4 months)

HR Manager, end-to-end responsible for all HR processes and accountabilities, within a volatile telecom company. Focusing on all tactical and operational HR processes as end accountable to deliver the HR strategy to this organisation.

HR Officer Belgium at Telindus Belgacom ICT

(Leuven, Belgium)

November 2003 - March 2004 (5 months)

Reporting to the HR manager Belgium, support on general HR matters from recruitment to management development, training, performance management, organisational development to exit accompaniment.



HR Consultant at SHL Belgium

(Brussels, Belgium)

September 2000 - October 2003 (3 years 2 months)

HR Consultancy, ranging from Account Management to training, competency modelling, psychometric development and localisation, assessment and development centres and ad hoc client projects. In-depth training and certification in all these technical HR domains.

Education

Kingston University

(Kingston-upon-Thames, UK)

Executive MBA, Master in Business Administration, 2007 - 2009

Specialism: Strategy, Strategic Marketing, Business Strategy, Global Project Management, Corporate Finance and Accounting

Katholieke Universiteit Leuven

(Leuven, Belgium)

Master, Work and Organisational Psychology, 1995 - 2000

Specialism: Organisational Psychology, Personnel Psychology, Statistics, Variance Analysis and Psychometrics, Social and Developmental Psychology, Fundamental Psychology.

Languages

Dutch (Native proficiency)

English (Native or bilingual proficiency)

French (Full professional proficiency)

German (Limited working proficiency)

Japanese (Conversational proficiency)

Extra-curricular activities

Globetrotter, travel around South East Asia / Japan / US and much more to come

Technology geek

Sport: running, triathlon, bike, swim, snowboarding

Foodie: active cook as well as keen explorer of Japanese and Asian gastronomy