

Véronique SEYVE

HUMAN RESOURCES MANAGER /HRBP

Pragmatic and continuous improvement mindset | Results oriented | Able to handle multiple competing priorities | Labor relations skills | Positively influence others

Driving License

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seyvelyon

A trusted, customer focused Human Resources professional with expertise in organizational development, people management, employee relations, policy administration, benefits, salary planning, performance management, recruiting and implementing the HR corporate strategy in compliance with laws and regulations.

Adept at collaborating with key stakeholders including the executive leadership team.

Manage projects taking into account change management and adopt the role of Change Agent.

Have the ability to adapt the communication to the audience and positively influence others.

Pro-active HR leader who is safety, continuous improvement, solution and results-oriented.

EXPERIENCES

Multi-sites and Multi-companies HR Manager

Distech Controls - Since August 2018

Member of the Leadership team

Human Resources Manager

Hexcel Composites - May 2008 to May 2018 - Dagneux (01)

- Leading works council, Health and Safety Committee, Staff Representative meetings
- Managing annual negociations and company's agreements, healthcare and welfare insurance , company rules/policies
- Mastering employee/labor relations
- Connecting with law firms in France and outside France to deal with complex situations
- Recruiting (blue collars, white collars, professionals, exempt and executive population)
- Centralizing payroll of 5 French companies (1200 payrolls /month)
- Implementation of a new Health and Welfare insurances
- Leading the implementation of the Branch bargaining classification Implementing an international GGS for French employees / salary benchmark
- Leading HRIS (T&A) and participating in Sucessfactors and Workday implementation
- Supervising the training plan implementation and budget, Implementation of the on job training and the on-boarding processes
- Implementation KPI's and action plans
- Managing, supporting and developing the HR team (8 p)
- Preparation and presentation of the Talent Management (key people, succession plan , development plan...)
- Expatriation and assignments
- Administrating the Retention Program for the French locations
- Analyzing data / documents (due diligence, acquisition)

SKILLS

Law and regulations

- Advice and counsel management and managers
- Legal and regulatory monitoring

Labor relations

- Lead meeting / workshop
- Negotiate of company agreement
- Maintain an open door relationship with all levels of employees

Team management

- Develop and support the team (8 direct reports) in the day to day activities
- Project Management

Staff Administration

- Work contracts and addenda
- Mobility : Expatriation and assignments

HR Development and training

- Competencies assessment
- Development plans

Compensation & Benefits / Metrics / Payroll

- Salary Benchmark
- Payroll budget, Last Estimate, and payroll supervision
- KPI's implementation and actions plan

- Building the payroll budget and last estimates
  Analyzing gaps

Human Resources Manager

Hexcel Reinforcements - June 2006 to April 2008 - Les Avenières (38)

- Participation to a business branch's sale
- Information meetings with employees (117 p) before transferring their work contract
  Implementation of all the company agreements to comply with the regulation
  Implementation of payroll system
- Supervision of the profit sharing and gain sharing calculation, and social Taxes (apprenticeship, disable, training...)
- Implementation of "SMS" (payroll budget and comparison with the payroll results)
- Co-lead work council, health and safety committee, and Staff representative meetings
- Recruitments
- Building the training plan and deploy it
- Supervision of payroll, Time & Attendance, HRIS upgrades
- Leading and developing a team of 3 HR Representatives

Human Resources Manager

Hexcel Reinforcements - July 2005 to June 2006 - Décines (69)

- Leading the work council, the Health & Safety Committee, the Staff Representative meetings
- Recruitments
- Building training plan, implementing it
- Consolidation and implementation of various reporting for the French locations

Human Resources Representative

Hexcel Fabrics - November 1996 to June 2005 - Villeurbanne (69)

INTERESTS

Going out

Spending time with my family and friends

Travel

I visited Vietnam and enjoyed their "Zen" way of living and their very tasty cooking

Literature

Another way to travel : I enjoy among others JMG Le Clézio and Hugo Pratt

Solidarity

Tutoring for NQT (Nos Quartiers ont du Talent) to support a person who is looking for a job after a difficult period in his/her life is being part to our communities

Workday / Successfactors

Personal file /Recruiting module/ Performance review

English

Daily use (spoken, written, read)

Excel

Advanced functions

Hypervision

basics

EDUCATION

Laws and Regulations - Updates

FROMONT BRIENS
2017

Non discrimination Recruitment

A COMPÉTENCE ÉGALE
2017

Management

ACHIEVE GLOBAL
2012

- Genuine Leadership
- Constructive feedback
- Clarifying the performance goals
- Developing others

ALP (Advanced Leadership Program)

HEXCEL ACADEMY (US)
September 2011

Communication
Leadership
Team building
360° / MBTI
Finance basics (US Gaap)

Managed change

LAMARSH GLOBAL (US)
2014

Change management

Mastère

IGS LYON
2005 to 2006

Responsable Gestion du Personnel et de l'Emploi
Human Ressources Manager