

# Laurent Cardon

---

Conflict Management

Conflict Coach and certified Mediator with Senior Business and HR Leadership experience in multicultural environments.



## Yows (2023 – Present)

---

**Self-employed certified Mediator & Coach - Transforming conflicts to move forward:**

- Tailored services for conflict management : structural diagnostic & advice, social and commercial mediation (judicial and extrajudicial), conflict coaching
- For companies, team and individual coaching

## Solvay (1988-2023)

---

**Head of the Global People Delivery ('20-'23)**

- team of 300 HC (~70% of total HR HC), serving 22 K employees
- scope: all Site HR Partners and the Shared Services (the execution of Talent Acquisition, L&D and Global Mobility + operational call centers, data admin center and payroll services. Part of the HR Leadership Team)
- Achievement: transformation towards the new operating model including process redesign, implementation of new HR-IS tools & modules incl. self-service, re-organization, change management. Launch of a payroll transformation.

**Head of HR Directors for the Corporate Functions ('18-'19)**

- team of 20 SBP's, 12 Corporate functions, serving 5 k employees
- scope: Business Partnering for all Corporate Functions, incl ExCom, part of the HR leadership team
- Achievements: reshaping the full HR operating model with the new CPO.

**HR director of the global business unit Peroxides ('13-'18)**

- team of 5 HR partners supporting 1200 HC (incl JV's), 12 countries, 15 plants
- scope: overall accountability of business partnering teams across the world, part of the Leadership Team of the GBU
- Achievements: shaping this role into a true strategic partnering with the business leaders on all strategic HR processes, liaising with the HR function. Creation of an organization for a new plant in a JV in Saudi Arabia.

**Industrial manager for the BU Peroxides in EMEA ('11-'12)**

- 6 countries, 8 plants, 500 HC, 125 M€ costs, 250M€ assets
- scope: supervision of the industrial activities (incl CAPEX, HSE)-
- Achievements: sharing best practices and looking at human factors on safety

**Operations Manager GBU Peroxides ('06-'11)**

- 10 countries; 12 plants; 70 M€ in scope)
- scope: the strategy for Purchasing, Supply Chain & Energy
- Achievements: new logistics models, purchasing (esp. on single source raw materials) and energy management (hedging)

**Supply Chain Manager in Benelux and Germany ('98-'06)**

**Business Controlling Benelux ('95-'97)**

**Researcher ('88-'95)**

## Education

---

1983-1988: Master's in mechanical engineering - UCL

1992-1993: Postgraduate in Business Management (CEPAC) - ULB

2023 - 2024 : social and civil & commercial Mediation: PMR-Europe, [certification number 4823](#)

2023-2024 : Coaching : LC Academy

2025 : Team Coaching : TGCA

## Skills & Competences

---

- Conflict resolution, mediation
- Individual and Team Coaching
- Leadership
- HR management, processes and organizations
- Transformation & change
- Curious
- Active listener, trying to understand other's motives
- Collaborative
- Looking at the big longer term picture, while diving into the details when needed
- Driving for impact
- Languages :
  - FR : native proficiency
  - NL : bilingual proficiency
  - EN : professional proficiency
  - DE : basic proficiency

## Contact

---

Leopold III laan 129

1970 Wezembeek-Oppem - Belgium

[laurentcardon01@gmail.com](mailto:laurentcardon01@gmail.com)

+32 475 65 31 05

<http://www.linkedin.com/in/lcardon>

<http://www.yows.be>