

CURRICULUM VITAE (Euro-standard / US spelling)

1. Surname : **RENSON** 2. Name : Daniel
 3. Date of birth : 02/01/1945 4. Nationality : Belgian
 5. Civil status : single
 6. Education :



<i>Institution :</i>	Facs Notre-Dame de la Paix, Namur (B)
<i>Date:</i>	October 1965 - June 1967
<i>Degree(s) or diploma(s) :</i>	Economic Sciences Bachelor

<i>Institution :</i>	IHECS, Tournai, Belgium
<i>Date:</i>	October 1967 - December 1970
<i>Degree(s) or diploma(s) :</i>	Applied Communications Thesis : Advertising & IT (Great Distinction with honors)

<i>Institution :</i>	European University, Antwerp - Brussels
<i>Date:</i>	October 1997 - December 1988
<i>Degree(s) or diploma(s) :</i>	MIS (Master of Information Systems)

<i>Institution :</i>	ULB / Free University of Brussels
<i>Date:</i>	September – December 1998
<i>Degree(s) or diploma(s) :</i>	SAP Academy (R/3 : FI, CO, AM)

7. Language skills : (Mark 1 to 5 for competence, where 5 is the highest)

<i>Language</i>	<i>Passive</i>	<i>Spoken</i>	<i>Written</i>
French	5	5	5
English	5	5	5
Dutch	4	3	2
German	1	1	0

8. Membership of professional bodies : Association du Management
9. Other skills (e.g. computer literacy, etc.) : MS Office applications, SAP R/3 (PS + PowerPoint course, FI, CO, basics of ASAP93), CAD (PagePlus, PaintShopPro, ...)
10. Present positions :
- Partner of **FBC** (Future-Based Consultancy & Solutions)(16 years)
 - Lecturer at *Institut des Technologies de l'Information* / CCIv (Paris 7 years)
 - Lecturer at the **CBAM** (College of Business Administration for Managers / Vietnamese Chamber of Commerce and Industry) (Saigon / Vietnam 5 years)
 - Lecturer at Groupe Avicenne, Tunis, Tunisia (1 year).
 - Lecturer for MCE (Management Center Europe / customized educational programs).
E.g. : Belgacom.
11. Years within **FBC** : 16

12. Key qualifications : change management (practitioner, lecturer, researcher: development of new “tools” for facilitating the approaches, audit, analysis, participation / collaboration, deployment and institutionalization, internalization = assimilation within the corporate culture), organisational transformation, team building and coaching and evaluation, Knowledge management-based human capital building & evaluation, project management (new or existing companies), conflict resolution, crisis management.
13. Specific experience (in non-EU member countries)

<i>Country</i>	<i>Date (from – to)</i>	<i>Name and brief description of the project</i>
USA	1989 –1992	Consulting activities -with local consultants and business brokers; -start-up, market researches for mid-eastern and European companies; -Participation with -the <u>SBA</u> (Small Business Administration) activities (export); -the Denver High Tech Institute; -the Governor’s export office, etc ...
Japan	+ 8 months in between 1974 and 1978	Product development meetings (+ 300 international projects) and follow-up within my EMEA territory : communication, marketing, technique, events, internal / external coaching and change programs.
Hong-Kong	1973 (1 month)	Product meetings, suppliers evaluation, contracts negotiation
Saudi Arabia	December 2000	Marketing-based BPR (planned marketing with change program)
Turkey	Sept 03, Oct 2004	Tea distribution company advertising / marketing program
Vietnam	August-Sept. 2002 March-Dec. 2003 April – Dec. 2004 Sept 04- Oct 2005 June 2005 Note	e-Management lecture (Master level), project management + local audit supervision e-Management lecture & (in-depth) KM (master level), local and remote coaching and piloting of 8 projects e-Management lecture (Master level), 9 local projects management plus remote coaching and piloting. e-Management lecture (Master level), 7 local projects management plus remote coaching and piloting. e-Management lecture (Master level), 6 local projects management plus remote coaching and piloting. Projects of all types, sizes, activities domains. They are all about the piloting of IT solutions implementations + change and risks management.
Algeria	July 1974	SNS : press report / book
Tunisia	April-May 2005	Avicenne: e-management and security lecture (master level) plus local and remote projects coaching/piloting. Tunisian Banks Association : security program for their members and academy.

14. Professional experience :

<i>Date (from – to)</i>	March 1970 - April 1974
<i>Location</i>	Brussels
<i>Company</i>	Hifilec s.a.. (SYMA Group)

<i>Position</i>	'71 : Product Mgr, '72-74 : General Manager
<i>Description</i>	Change management-based strategy (benchmarking & watch-based : technologies changes and growing competition), conduct of the subsidiary : planned import and distribution, export, salesmen continuous training, marketing, fairs organization, international product meeting, Japanese mission, budget, etc.

<i>Date (from – to)</i>	May 1974 - June 1978
<i>Location</i>	Brussels
<i>Company</i>	Marantz Inc (Europe, Africa & M-E headquarter)
<i>Position</i>	International Market Researcher & Product Development Manager (member of the European Board)
<i>Description</i>	Key strategic department : commerce and technology, European and world product development meetings, communication (internal and external, including cultural differences and crisis management), marketing, project, budget, planning, sales, quality control, procedures, subsidiaries and local production supervision, several very important internal and external missions, conflicts resolution (mostly in between plants) and setup of preventive ways of doing (new attitude toward the change), etc First international / multicultural KM in 1975.

<i>Date (from – to)</i>	July 1978 - June 1981
<i>Location</i>	Brussels : management of 3 companies.
<i>Company</i>	(1) Natural Sound Electronics S.A. (2) HVC sprl, IKB sprl
<i>Position</i>	(1) Vice-President Administration & Finances (2) Managing consultant
<i>Description</i>	(1) Administration & Finances, general operation mgmt (2) Managing consultant

<i>Date (from – to)</i>	July 1981 - August 1989
<i>Location</i>	Brussels & Zaventem
<i>Company</i>	GTI s.a.
<i>Position</i>	Director-owner
<i>Description</i>	Two divisions : - international commerce - business consulting / management

<i>Date (from – to)</i>	September 1989 - December 1991
<i>Location</i>	Denver, USA
<i>Company</i>	Research & Advice Systems Inc (RAS inc).
<i>Position</i>	Director-Owner
<i>Description</i>	Market researches & consulting (Atmostat / France, Kramer / Israel, D'Charg' / USA, ColdCrete / USA, etc) alliance with MIA attached to the International Governor's Office and to the High Tech Institute, missions with the SBA and lecture, Business consulting, business plans and brokerage. Collaboration with several business brokers (business files upgrade and reorganization of various activities).

	See also some more information in the “Non-EU experiences”.
Date (from – to)	January 1992 - June 1997
<i>Location</i>	Meise, Belgium
<i>Companies</i>	IKB sprl, AV&T s.a.
<i>Position</i>	Managing Consultant
<i>Description</i>	General operations, import and distribution, administration and finances
Date (from – to)	July 1997 - March 1999
<i>Location</i>	Brussels
<i>Companies</i>	Future-Based Consultancy & solutions, PGC
<i>Position</i>	Consulting (business, change, reengineering, coaching)
<i>Description</i>	PGC (France), Dolphin Computer (Belgium), Ulysses (Belgium), several business courses (marketing, product costing, etc.) and marketing / sales training, ...
Date (from – to)	April 1999 - February 2000
<i>Location</i>	Cergy / Paris
<i>Company</i>	Expert Logiciel et Finance.
<i>Position</i>	SAP/PS consultant and BPR / Change Manager
<i>Description</i>	Various projects and missions : Viessman and SAP-PS (France), Rolex and SAP-PS (Switzerland), STEF and SAP-HR plus change (France), collaboration with SBS (Siemens Business Service), ITIN and People Soft : change management seminars for their consultants, several business coaching and start-ups plans ...
Date (from – to)	March 2000 - Up to now ...
<i>Location</i>	(1) Brussels (2) Paris (3) Vichy
<i>Company</i>	(1) Future-Based Consultancy & Solutions (2) Future-Based Consultancy & Solutions (3) Institut Pédagogie Générale du Changement (up to 05-2002)
<i>Position</i>	(1) Director-owner (2) Same as above (3) Senior Consultant, lecturer, researcher (up to May 2002)
<i>Description</i>	Various Consulting Missions (business management, KM, change, reengineering, project expertise, coaching, lectures, seminars) : -PGC (France): promotional program and courses organization, design and production of the learning material ; -Aegis (France) : new original SAP services developments plus change course and coaching ; -Gazzaz (Saudi Arabia): global BPR and marketing strategy; -ITIN (Paris 1999-2005): BPR/Change and Knowledge management seminars, workshops and lectures ; -SBS / Siemens Business Service (Paris): contribution to some international projects definitions and propositions ;

	<p>-<u>Finance et Technologie</u> (France): definition and deployment of a new strategy, participation with some start-up analysis programs;</p> <p>-<u>CCIv</u> (Paris): content definition of new educational programs ;</p> <p>-<u>SAP / CADRA</u> (Paris) : <u>TFE</u> (Total / FINA / Elf) project team building (change management conduct within an ASAP93 parametered international move to SAP becoming the unique ERP system for the group);</p> <p>-<u>SEMA</u> (Brussels) : contributions and participation with many programs. E.g.: Bosnia (Open economy banking system: change management program); participation with 14 Belgian Copernic modules definitions and program deployments : BPR/BSC and change management programs ;</p> <p>-Several business courses (BPR, change management, e-strategy & marketing, product costing, etc.) and marketing / sales training + coaching of projects : CBAM (2002) and 9 audits supervision (Vietnam), CCI/Vietnam (2003, 2004, 2005) and 22 IT projects coaching and supervision.</p> <p>-Groupe Avicenne and Tunisian Bank Association : e/IT-management and security;</p> <p>-European marketing program and site architecture for Cotanak and Fisko Birlik (Turkey), etc ... ;</p> <p>-See also the experiences in the non-EU countries.</p> <p>-European Community (DG Information). Participation with two work groups: Knowledge & mobility, Collaborative Environment (contribution to i2010, e-inclusion extended EC project for more than 2 years).</p> <p>-Coordinator of 4 non-profit enterprises and definition of new innovative deployments for the e-inclusion (important project of the European Community and application of the Change Management principles to the social capital maintenance and building);</p> <p>-Collaboration with Technofuturic3 (Charleroi) ;</p> <p>-Top Management : application of the SNA (Social Network Analysis) principles to their European deployment ;</p> <p>-Internet strategies definition and implementation ;</p> <p>-Benchmarking and technological watch ;</p> <p>-Organization of the next ABD (Documentation Belgian Assn) event (February 2007) ;</p> <p>Etc ...</p>
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15. Others:

- 1979 – 1982 : Ecopress (Belgium) contributing editor.
- 2002 - : IHECS alumni association member of the board and editor of the Newsletter.

Publications :

- Les Sources de Financement dans le Marché Commun II (on order French edition for Simmons Boardman, NY, USA, 1965)
- Problématique de la presse européenne, Communication et Diffusion, Tournai, Février - mai 1967
- Pour une Promotion de l'Informatique en Publicité, Éditions Saint-Luc, Tournai, 1970
- Publicité et Commercialisation, Intermédiaire, septembre 1974
- La bonification des activités des représentants, Intermédiaire, décembre 1974
- De la conception publicitaire à la créativité, Intermédiaire, mai 1975

- La Nipponisation de l'Europe, Le Canard à l'Orange de la Publicité, BEM Édition, janvier 1975
- Le stress positif (le « eu-stress »), Virage / PGC, 1998, France
- La mégamorphose, Virage / PGC, 1998, France
- Audit & Computers, promotional in-depth white page for ACL, Dolphin Computer, 1998
- Éthique, changement et culture organisationnelle, TM / France, mai 2001
- Ordre des Conseillers en RH au Canada, octobre 2002.
- « Change ? », TM / Dutch edition, June 2001
- La gestion de la connaissance (KM), TM, September 2001
- La problématique du changement au sein du comité de direction, TM, Oct. 2001
- Crise à manager ! , TM, Nov. 2001
- Balanced Score Card, TM, Dec. 2001
- “CRO” (Chief Reputation Officer), TM, Feb. 2002 et Ordre des Conseillers en RH au Canada, novembre 2002
- KM pour débutants, KnowledgeBoard.com French Zone top success, April 2003

Scheduled Book :

The Strategic Change Management (including various inter-linked management models for change and knowledge management, intellectual capital investment & management, the “41” -a new dynamic methodology- for “gaming the change” and discovering the premises of the crisis occurrence).

Courses and conferences :

- SAP R/3 : PS (CA800-820-830) on a multi-screen PowerPoint
- The Change Management Principles
- The Strategic Change Management
- BCM / Business Change Management
- BPM / BPR (including the newest practical methodologies)
- e-BCM (Business Change Management)
- e-BPM (Business Process Management)
- e-strategy and marketing
- ICM (intellectual capital investment and management)
- EAI (Enterprise Application Integration)
- e-Management (master level)
- KM (master level)
- La sécurité intelligente (KM and security) : Association des Banques Tunisiennes (Tunis / 2005)
- La gestion de la crise : key speaker at Les Journées de la Qualité (Luxembourg / 2003)

Miscellaneous :

Business :

- **White Pages** : Y2K – The Final Countdown ; Change ? ; The Virtual Reality ; The Artificial Intelligence; Processes as a Federating Unified Organizational Language (PFUOL); Knowledge and expertise ; Everybody is talking about strategy ! Several articles on KnowledgeBoard.com (French zone top “seller”. KnowledgeBoard.com is a project of the European Community) ;
- **Conferences** : TUDOR (Luxembourg) : crisis management ; Technofutur3 (Charleroi) : RFID prospective ; Lions Club (Brussels) KM ; Optimistic Club (Denver / USA): Change Management; SBA (Denver / US Small Business Administration): (change-based) Export to Europe ; Expert Finance (Brussels): (marketing-based) Pricing ; etc ...
- **Participation** with 2 EC work groups for more than 2 years: knowledge and mobility, collaborative environment ;

Others :

- More than 10 Fictional novels (“Atlantis”, “The Silent Wells”, “The Universal Algorithmic Synthesizer”, ...)
- Technical columns in several magazines (i.e. “Panaudio”)

- Various articles in business and prestige magazines (i.e. “Ipso Facto”, “Numéro Réserve”, “Hipposcopie”).