

Curriculum Vitae



Personal information

First name(s) / Surname(s) **Cathy Mostmans**
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E-mail Cathy.mostmans@cronos.be
Nationality Belgian
Date of birth 28.8.1970
Gender Female

Desired employment / Occupational field **Leadership (team) Coach & Trainer** **Specialty: giftedness**

Work experience

<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>September 2008 onwards</p> <p>Leadership Coach & Trainer (with a specialty in giftedness)</p> <ul style="list-style-type: none"> - Executive & Leadership coach (individual sessions) - Coach & trainer for high potentials & entrepreneurs (both in team and individual sessions) - Outdoor leadership coach (strategic assignments, training with feedback & reflection moments) <p>In my coaching and training activities the driving elements are passion, talent & energy. The reward is to see the coachee grow into an authentic leader (of himself and others).</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>Cum Laude - Cronos, Veldkant 39, 2550 Kontich</p> <p>Incubator for entrepreneurs</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p>March 2006 onwards</p> <p>Founder and Managing Partner – Senior Coach & Trainer</p> <ul style="list-style-type: none"> - Set up of a full-HR consultancy company offering services mainly in search and selection IT and Sales profiles. - Senior Recruiter, Outplacement (individual and team), Career Coaching, assessments (individual and team). - Operational Management - Since 2008 personal focus on (self)leadership coaching & training, but still partner in the company
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>Cum Laude, Veldkant 39, 2550 Kontich (daughter of Cronos Groep)</p> <p>HR – Search & selection for leadership profiles</p>

Dates	September 2003 – March 2006
Occupation or position held	IT- Search & Selection Consultant
Main activities and responsibilities	<ul style="list-style-type: none"> - Prospection - Intake meeting with the hiring manager - Search and personal screening of candidates - Handle further steps in the procedure up to contract signing
Name and address of employer	Bakker & Partners, Coremansstraat 34, 2600 Berchem
Type of business or sector	HR
Dates	January – September 2003
Occupation or position held	Office Manager Geel
Main activities and responsibilities	<ul style="list-style-type: none"> - Operational Management - Sales
Name and address of employer	Tence Interim & Selection, Vuntweg 13, 3220 Sint-Pieters Rode
Type of business or sector	HR
Dates	August – December 2002
Occupation or position held	Consultant
Main activities and responsibilities	<ul style="list-style-type: none"> - Prospection - Sales - Trainer
Name and address of employer	Robeyns & Partners, Tiensesteenweg 88, 3360 Bierbeek
Type of business or sector	Training House (Sales, People Management & Leadership)
Dates	March 1999 – August 2002
Occupation or position held	Founder & Coordinator of CS-Academy HR Assistant
Main activities and responsibilities	<ul style="list-style-type: none"> - Set up of a training institute for Navision (ERP midmarket Software) - Navision Trainer - Recruitment, guidance of new employees, all HR-related tasks apart from payroll - Copywriter company website
Name and address of employer	Computer Support (bankruptcy)
Type of business or sector	IT
Dates	December 1994 – February 1999
Occupation or position held	International Trader Non Ferrous Metals
Main activities and responsibilities	<ul style="list-style-type: none"> - Commercial and administrative tasks assisting the Trading Manager - Set-up of a Local Trade network of non-ferrous metals in France - Guidance of 5 warehouses in France (strategy, purchase, margins, ...)
Name and address of employer	Metallo Chimique International, Vaartstraat 59, 2340 Beerse
Type of business or sector	Multi-metal recycling and refining
Dates	March – November 1994
Occupation or position held	Commercial Assistant
Main activities and responsibilities	<ul style="list-style-type: none"> - Assist the Sales Manager in administrative tasks - Advertisement Sales - Marketing & Promotions - Set-up the monthly magazine BongaZ
Name and address of employer	Uitgeverij Kempenland, Greesstraat 11c, 2200 Herentals
Type of business or sector	Publishing

Education and training

Dates	March – June 2015 (6 days)
Title of qualification awarded	Numerology
Principal subjects/occupational skills covered	Numerology is a very effective diagnostic means for coaching taught by indian philosopher and ayurvedic expert Harish Johari. <ul style="list-style-type: none"> - Insight in characterstructures - Quick and adequate insight in coachees' personal mission - Information on opportunities and restriction
Name and type of organisation providing education and training	Arcturus, Liersesteenweg 105 B, 2560 Kessel
Dates	October 2014 – March 2015 (7 days)
Title of qualification awarded	Coaching on Mission (Level3)
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - What is mission? What is it for and how can you determine your own mission? - How can you change mission into vision making sure that it supports your own inspirations, passion, talents and competencies yielding you more freedom to shape your own life? - How can you employ these insights into daily life? Into your thinking, actions and therefore the impact we have on others.
Name and type of organisation providing education and training	Arcturus, Liersesteenweg 105 B, 2560 Kessel
Dates	September 2013 – September 2014
Title of qualification awarded	Master NLP
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - Metaprogram, Logical Levels, Criteria, Timelines - More in depth mastering language patterns - Emotions and their structure - More in depth knowledge of strategy work and sub modalities - Modelling - Negotiating and mediating - Intervention techniques
Name and type of organisation providing education and training	Arcturus, Liersesteenweg 105 B, 2560 Kessel
Dates	May 2010, May 2011 and November 2013 and June 2015
Title of qualification awarded	Certified Assessor for Thomas International Personal Profile Analyses (PPA), Team PPA, General Intelligence Assessment (AIT) and 360° Feedback Assessment (tailormade)
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - Assess strengths and weaknesses and drivers for individuals and teams - Assess collaboration within teams - Assess the potential of young individuals. Measure how quickly candidates can learn and retain new skills and procedures and respond to training.
Name and type of organisation providing education and training	Thomas International Belux., Chaussée de Louvain 592, 1380 Lasne
Dates	May – November 2010
Title of qualification awarded	Neuro-linguistic Programming (NLP) Practitioner
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - Basic Assumptions, Rapport, Pacing and Leading, Logical Levels, Anchoring - Metamodel and Outcome - Sub modalities, Reframing, Boundaries, Parts, Metaphors
Name and type of organisation providing education and training	Ithaka, Hongersveldstraat 8, 1700 Dilbeek, Belgium

Dates	March – December 2010
Title of qualification awarded	Certified Coach – GROW Programme (level Professional Coach Certification (PCC) of the International Coach Federation (ICF))
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - Coaching from comfort (use 5 senses, metaposition, coaching contract, ...) - Balance between process of coach and coachee (fair witness, authentic coaching, ...) - The coachee, the organization and the triangle with the coach - Balance within the coaching process (flexible focus and being alert, focus on boundaries of the coachee, emotions, decision processes, enhancing commitment, reframing and confrontation, metaphors to inspire,... Coaching at the level of beliefs, values and identity level - My own development as coach, transition processes.
Name and type of organisation providing education and training	The Coaching Square, Hongersveldstraat 8, 1700 Dilbeek, Belgium
Dates	January – April 2010
Title of qualification awarded	Certified Coach – ROOT/GROW Warm-Up programme
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - Coaching as skill, attitude and profession - Refine coaching competencies: powerful questioning, direct communication, resulted oriented coaching, confrontation skills. - Learning process and context, competency development - Coaching attitude, ethics and contract
Name and type of organisation providing education and training	The Coaching Square, Hongersveldstraat 8, 1700 Dilbeek, Belgium
Dates	May – October 2009
Title of qualification awarded	Certified Equicoach Level 2 (professional coaching with horses as co-coach)
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - Changing limiting beliefs, coaching on values - The question behind the question - Acceptance and Commitment Therapy (ACT) - NLP Tools used in exercises with horses - My coachee loses his balance. What now? - Creativity and innovation in exercises
Name and type of organisation providing education and training	Equicoaching International, Franklin Rooseveltlaan 349, 9000 Ghent
Dates	September 2008 – March 2009
Title of qualification awarded	Certified Equicoach Level 1 (professional coaching with horses as co-coach)
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - Give insight to coachees regarding their development - Competencies as coach in relation to working with horses as co-coach - Mirror the work with the horses to real-life situations - Observe, confront, reflect - Specific exercises with individuals and teams
Name and type of organisation providing education and training	Equicoaching International, Franklin Rooseveltlaan 349, 9000 Ghent
Dates	October 2001 – June 2003
Title of qualification awarded	Executive Master of Business Administration (eMBA)
Principal subjects/occupational skills covered	<ul style="list-style-type: none"> - Business Economics in a global perspective and in the micro context - Accounting & Corporate Finance, Marketing, International Business Import & Export Management, Management Decision Methods, Operations Management, Management Information Systems, Integrated Performance Management, Operations Logistics and supply chain excellence General Management & Strategy International HR Management - Individual and Team Master Project
Name and type of organisation providing education and training	Antwerp Management School, Sint-Jacobsmarkt 9-13, 2000 Antwerp

Dates	September 1992 – June 1993
Title of qualification awarded	Post Master Business Management
Principal subjects/occupational skills covered	- Accountancy, Management and Strategy, Company Software, Operations and Logistics, Strategic Marketing, Financial Management and Investment Analyses - Master Project
Name and type of organisation providing education and training	Vrije Universiteit Brussel (VUB), Pleinlaan 2, 1050 Brussels
Dates	September 1991 – January 1992
Title of qualification awarded	Erasmus Student Exchange Project
Principal subjects/occupational skills covered	- Danish society, culture, economics, literature, ...
Name and type of organisation providing education and training	University of Aarhus, Denmark
Dates	October 1988 – June 1992
Title of qualification awarded	Master Translator Dutch – English – Danish
Principal subjects/occupational skills covered	- Dutch, English and Danish language; philosophy, international institutions, ICT competencies, culture, socio-linguistics, translating and interpreting, multilingual and intercultural communication - Master dissertation
Name and type of organisation providing education and training	Erasmushogeschool, Nijverheidskaai 170, 1070 Brussels

Other language(s)

Self-assessment

European level (*)

English

Danish

French

German

Understanding		Speaking		Writing			
Listening		Reading		Spoken interaction		Spoken production	
	Proficient C2		Proficient C2		Proficient C2		Proficient C2
	Independent B1		Independent B2		Basic A1		Basic A1
	Proficient C1		Independent B2		Independent B2		Independent B2
	Independent B1		Independent B2		Independent B1		Independent B1
							Basic A2

Social skills and competences	- Teamwork: I have worked with a diversity of people ranging from blue collar workers to executive and director level, and as a volunteer I work as a coach and trainer in projects for children aged 4–12 years so I can easily adapt to different levels of team members. I can either take a leader role or mediate or just be a constructive team member. - I adapt easily to multicultural environments . As a student I shared a house with 9 co-students from all over the world (India, US, Canada, Spain, ...) during 4 years. As an Erasmus exchange student in Denmark I easily integrated both in local clubs and student life as in the international student group residing at my dorm. As an international trader I dealt with clients in Asia, France and Belgium on a daily basis. - Strong communication is one of my natural strengths that has been enhanced through my work as a trader, foreign student, manager, trainer and coach. - Common feedback on my work is that clients appreciate my listening and thorough questioning skills, my enthusiasm, high involvement, inspiring way of coaching and my authenticity .
Organisational skills and competences	- Leadership: since 2006 I managed a team of recruiters and administrative staff (to a maximum of 5 people). As a student I worked as a guide and tour guide for national and international groups and as a sports instructor for children and adults alike. Ever since 2010 I organise summer camps for (gifted) children.
Computer skills and competences	- Competent with most Mac & Microsoft Office Programmes, Microsoft Dynamics Navision and Otys Recruitment Software. Thanks to my IT-background I can easily learn new tools.
Artistic skills and competences	- Through my language studies and later work as a copywriter for websites and writer of various training manuals, brochures and leaflets I have sharpened my natural feeling for writing .

Other skills and competences

- While working with horses as co-coaches I experienced the strength and impact of **working with energy in coaching**. It has led me to further explore different methods of coaching with energy. In the last 3 years I have followed **numerous few-day courses that have enriched my work as a coach significantly** (Constellations, System Dynamics, Kinesiology, Quantum Healing, Release, Emotional Freedom Techniques, Equine Assisted Personal Development, Pure Practical Performance Coaching with horses, and many others) **Today that gives me an enormously rich portfolio of methods to use, ensuring that for each coachee, context and topic I can use the most successful method.**

Driving licence

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