



KETS DE VRIES INSTITUTE

FRANK MANESSE

“Be the change you want to see in the world” (M. Gandhi)

AMBITION

Frank’s passion lies in contributing to the development and innovation potential of people, organisations and business by facilitating a successful journey to achieve personal and organisational growth. He prefers to do this through innovative methods, tailored to the client’s needs and in line with the values of the individual or the organisation. He gets results through a merge of academic development and professional experience. Discretion and integrity are fundamental values in his work.



Frank holds an international client portfolio and collaborates with various institutes and consulting firms such as Boston Consulting Group (www.bcg.com).

Frank is executive coach at INSEAD (www.insead.edu), Vlerick (www.vlerick.com), TIAS (www.tias.edu) and CEDEP (www.cedep.fr). He is an associate at KDVI (www.KDVI.com) and TPC Leadership (www.tpcleadership.com).

Next to his advisory role Frank is founding partner and board member at www.thefuturegeneration.nu. He is an Exco member at a Belgian SME (www.vlevy.be) and faculty at University College Artevelde (<http://www.arteveldehogeschool.be/en>).

PROFESSIONAL EXPERIENCE

Over his 28 years of professional career Frank has built international experiences in education, sales, operations, management, consulting, human resources and foremost in leadership & organisation development.

His career started in 1990 and after a short period in public education he moved to IBM where he held three different roles over a period of seven years (Learning & Development Expert, Manager Learning Technologies and Business Unit Manager).

Early 2000 he moved to Ernst & Young as Senior Manager in HR Consulting where he was specifically hired to set up a business model in blended learning for Executive Development.

Upon completion after three successful years he moved from the consulting side to an in-house position at VF Corp. (industry leader in the apparel industry) where he held 3 different roles over



a period of 10 years (Director Organisational Development, HR Director Europe and Head of Innovation Development). In this last role at VF Corp. he had the opportunity to work with leading Innovation experts on Design Thinking (IDEO, Stanford's d-school, Rotman School of Management).

Thanks to these various international (Europe, Canada/US, Asia/Pacific) experiences and multidisciplinary work, Frank has a deep understanding of the impact of cultural diversity on leadership in both physical and virtual business settings.

His studies in 2010 - 2012 on Organisational Behaviour brought him back to the advisory side of the table.

PROFESSIONAL EDUCATION

- Frank graduated in Ortho - Pedagogy ('89), Educational Science ('92), Business Management ('96) and HR ('99).
- In 2009, he acquired the Certificate for Appreciative Inquiry in Positive Business and Society Change (Weatherhead).
- In 2013, he graduated at INSEAD Business School as Exec MSc in Coaching and Consulting for Change.
- He holds the Certificate in Cambridge Advanced English (CAE - C1).

Frank also holds accreditations in Change Mgt (C. Heath/Stanford Univ.), Action Learning (M. Marquardt/George Washington Univ.), Immunity to Change© (R. Kegan/Harvard), Dynamics on Board level (Tavistock Institute), KDVI Diagnostics©, The Leadership Circle©, Belbin©, MBTI©.

Most recently he intensified his proficiency in stress management, burn-out prevention/treatment and resilience building; supervised by VESB (www.verenigingerkendestressburnoutcoaches.be).