

PERSONAL INFORMATION


Stien Michiels



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 www.stienmichiels.be, www.compagnietisserin.be

Sex F - Date of Birth 14/09/1974 - Nationality Belgian

SENIOR CONSULTANT PARTICIPATORY LEADERSHIP / OD CONSULTING

WORK EXPERIENCE

2021 - current

Singer-Songwriter - STI.LL

2021 - current

Process Consultant, Facilitator, Trainer

Beanmachine – www.beanmachine.be

2005 - current

Process Consultant, Facilitator, Trainer, Artist

Owner & Manager Ziraffa Comm. V. since 2007

Combining over 20 years of experience in OD process consultancy, working with groups and organising group processes and learning programs in a myriad of contexts, with an artistic practice as a theatre director, performer, writer and singer-songwriter. A committed, vibrant, sensitive host & trainer with a knack for group dynamics, bringing out the best in people, balancing structure, creativity, artistry, depth & humour, surfacing the intangible & the unspoken.

KEY COMPETENCIES: Focus on **capacity building** and **creative interventions in OD Processes**.

- **Multilingual:** English C2 , French C2 , Dutch (mother tongue), German B2
- **Capacity building (from 1h webinars to deep dive learning programs):** participatory leadership, various leadership models and practices, group dynamics, motivation, collaborative working, theory U, deep democracy, working with conflict, creative reporting, non-violent communication, drama triangles, storytelling, creative writing, circle practice, the wisdom of archetypes – online / in person
- **Mentoring:** hosting skills, creative and embodied interventions and reporting online and in person
- **Creative and embodied activities as part of a (learning) process:** connecting through storytelling – online / in person / personal development through theatre, clowning, singing – in person
- **Creative reporting as part of a (learning) process:** capturing insights, emotions and impressions of a gathering in a poetic observation, a story or a song, created and performed on the spot – online / in person
- **Designing and Hosting Ceremonies, tailored texts:** online / in person
- **Presentation & Moderation of Cultural Events:** online/ in person
- **Artist:** Writer, Singer-Songwriter, Theatre Director, Storyteller, Clown
- 20+ years of experience working with groups of all sizes in different (multistakeholder and international) settings in a wide range of domains, in the private as well as in the public sector.
- 10+ years of experience working with EU Institutions

[Services to Organisations, Companies & Government, Training & Education, Personal Development, Arts](#)

2016 - current

Co-Founder, Vice-President & Facilitator Circles – We have the Choice

Circles – We have the choice, www.wehavethechoice.com

- In a world where harshness, polarization, extremism, blind violence and terror lead to traumatizing situations, we want to build a culture of inclusive togetherness inclusion and dialogue.
- Hosting Circles & Training Circle Facilitators
- Board: Vision & Strategy, Integrity Policy Contact Person

[Civil Society, Volunteer](#)

- 2015 - current **Co-Founder, President & Director Theatre Company**
 Compagnie Tisserin, www.compagnietisserin.be
- Theatre Director, Performer, Musician
 - Linking professional theatre and performance with social projects
 - Leading the team (actors, temporary collaborators, volunteers)
 - Daily Management of the Company
 - Board: Vision & Strategy
- [Civil Society, Arts](#)
- 2004 – 2007 **Translator & Copywriter (freelance)**
 Taaladvisee – Grote Moerstraat 94a – 8200 Brugge, www.taaladvisee.be
- Translation English/German/French to Dutch
 - Copywriting Long Copy in Dutch
- [Translation Services, Communication](#)
- 2000 – 2004 **Box Office Assistant Manager & Sales (2000), Communication Assistant (2000 – 2002), Communication Officer (2002-2004) (full-time employed)**
 Kunstenfestivaldesarts - Handelskaai 18 - B – 1000 Brussel, www.kfda.be
- Box Office: sales & coordination
 - Responsible for Publications, Website & Promotion in a Multi-Cultural Environment: copywriting, editing, translation, organisation, coordination, budget control, planning & lay-out
 - Responsible for a team of volunteers
- [Arts & Culture, Communication](#)
- 1996 – 2006 **Language & Communication Trainer**
 2004 –2006 (part-time employed) CVO Brussel - Materiaalstraat 67 - 1070 Anderlecht
 1998 (part-time employed) 3L & CLT - K.U.Leuven - Dekenstraat 6 - 3000 Leuven
 1996-1998 (student / freelance) Nederlandse Taalacademie & NTI
- Training individuals and groups in Dutch (mainly) and English, in a Multi-Cultural Environment
 - Responsible for the Dutch language programme and a small team of trainers (1998)
 - Co-Trainer Teambuildings on Communication (1998)
- [Training & Education, Services to Organisations, Companies & Government](#)

EDUCATION AND TRAINING

- 2009 - current **Art of Hosting and Harvesting Conversations that matter** Experienced Practitioner
<http://www.artofhosting.org>
- Several (inter)national in-depth Trainings & Programmes on Principles, Techniques and Methods such as World Café, Open Space, Appreciative Inquiry, Harvesting, Dealing with Disturbance, Advanced practice, Storytelling, Learning into Conflict, Bringing the Art of Hosting Online, theory U ...
- 2005 - current **Seminars, Apprenticeships & Intervention on OD & Collaborative Working Practices, Tools, Models, Approaches, Change Management, Systemic Approaches, 1/1 Coaching & Group Facilitation, Artistic and Creative Skills a.o.:**
 several organisations and institutions
- Webinars on online facilitation, organisational development tools, theories and practices

- Workshops, retreats, webinars and seminars covering songwriting, singing, narration, acting, clowning, ukulele, directing, scriptwriting and light-scenography (2012 – current)
- Embodied Facilitation Online Course (2019 - current)
- Working with Archetypes as a Coach, Trainer, Facilitator – Asaf Ben Shahaar (2014, 2015, 2016, 2017, 2020)
- Leaning into Conflict, Beehive Productions (2018)
- Master Class Team Development with Sylvia Prins: several modules (2017-2018)
- Deep Democracy The Lewis Method - Levels 1 & 2 with Fanny Matteussen (2016-2017)
- Master Class Deep Democracy with Jabu Mashinini and Yasmeen Rubidge (2015)
- Theory U, U.Lab, online EdX course – Otto Scharmer (2015)
- OD & Process Facilitation with TheO – Theatre Constellations (2013)
- Multi-party Mediation: intervening in groups and organisations (2013)
- Visual Changemaking – Graphic Facilitation & Harvesting (2012)
- Theory U (with Martin Kalungu Banda) & Intervision Days (2011- present)
- Spiral Dynamics - Intervision & Learning Days (2010 & 2012)
- Communication in Relationships: to the Essence of Communication (2011)
- Open Space Technology - On the Job Apprentice (2009 – 2011)
- Future Search Network Days (2010)
- Change Journey Facilitation (2009)
- Storytelling & Presentation (2009)
- Human Design System (2007 – 2012)
- Basics of Project Management (2007)
- Creativity & Brainstorm Techniques - On the Job Apprentice (2006 – 2009)

2008 - 2009 Systemic Constellation Practitioner

Replace with education or training organisation's name and locality (if relevant, country)

- Learning how to work with systemic constellations in personal coaching & in organisations
Family Systems & how to use systemic work in personal coaching

2007 – 2009 Coaching

Academic Coach

Academie voor Coaching & Counselling

- Basic skills for Personal Coaching & Counselling
- Theory and Practice of a broad spectrum of methods such as Strategic Coaching, Core Quality Quadrants, TGI, Solution Focused Coaching, ...

2005 – 2006 Solution Oriented Thinking, Communication and Working

SteppingStone (Training Company)

- Based on the main principles of NLP: how to focus on solutions, optimize (customer) relationships and obtain results

1996 – 1998 Cultural Studies, Theater Science

Post Graduate,
Magna Cum Laude

K.U.Leuven (University)

The Master of Arts in Cultural Studies programme investigates the relationship between art, society and all facets of the media as well as the techniques that shape both art and society.

- a broad interpretation of culture (vs. culture as art)
- an interest in the social and political stakes of culture
- an emphasis on contemporary culture
- a focus on the interdisciplinary nature of our objects and methodologies (a combination of traditional artistic readings and insights borrowed from the social sciences)
- the project-based aspect of the work, the interaction between theory and practice
- Internship in a Brussels-based multi-cultural and socially engaged theatre group (Dito'Dito)

1992 – 1996 Germanic Languages Dutch – German

Master,
Cum Laude

K.U.Leuven (University)

- Courses in culture and civilization, Study of cultures
- A solid foundation in the main currents in national literatures as well as artistic and social movements.
- Skill development in reading, writing, and aural/oral communication.
- A perspective on the learning and use of second languages
- Development of personal interests by taking courses in other disciplines such as the fine arts, history, psychology, philosophy, and other humanities and social sciences.
- September 2005 – February 2006: Erasmus Programme – Vienna

PERSONAL SKILLS

Mother tongue(s) Nederlands (Flemish / Dutch)

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
French	C2	C2	C2	C2	C2
German	C1	C1	B2	B2	B2

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

Communication skills

- **Good ability to work with all hierarchic levels within an organisation and to actively involve all stakeholders** I have been working for many years with all levels in a hierarchy, from employees to directors and CEO's, from citizens to mayors and members of the council. I am attentive to their specific needs, able to 'speak their language', to open up the dialogue in between them, providing safety, encouraging them to stretch their comfort zone and empowering everybody to be involved in the process.
- **Good ability to adapt to and work within multi-cultural contexts** Since the very beginning of my career I have been working in multi-cultural settings, training and facilitating groups of people from very different backgrounds, both culturally and socially.
- **Good ability to handle stress & conflict** due a.o. to my experience in Citizen Participation Projects in contexts that were emotionally charged, and my education and experience in Solution Focused Communication. Ability to remain calm and focussed.
- **Good listener, non-judgemental and empathic** Through my work, my ongoing education and experiences in my daily life I have practiced and enhanced my ability to really deeply listen to the other and to understand the needs and the issues at hand at a very deep level.
- **Good ability to co-create and co-facilitate** I regularly work together and exchange experiences with colleagues in the field. This requires openness to intervention and different ways of working, team spirit and a willingness to learn from each other.

Organisational / managerial skills

- **Good ability to lead a team** As a theatre director and President of a Theatre Company, it is my role to lead a team of actors, temporary collaborators and volunteers, covering all roles of leadership: clarifying vision and strategy, building the team, empowering and managing talent, monitoring accountability, challenging the status quo.
- **Good ability to facilitate and host groups, structured and flexible, powerful and empowering** I have been working with groups since 1996, and in my facilitation and hosting I have learned to combine powerful intention and leadership with creating a safe container for all participants to step up and be their most powerful self.
- **Good ability to work in self organised teams** As a practitioner of the Art of Hosting and Harvesting Conversations that matter, and as a trainer and facilitator in many different constellations, I have worked many times in horizontal (flat) teams where leadership is a role, not a function.
- **Good ability to detect current needs and sense into living systems** I love to sense into systems and contexts unknown to me, to distill what is important and needed at this moment in time, and to suggest and formulate strategic next steps. Since I work in so many different contexts with many different contents, over the years I have sharpened and finetuned this ability, providing thereby a

given system with an opportunity to step into a place of reflection, deal with eventual obstacles, re-ignite creativity and enhance the generative flow.

- **Good ability** to quickly assimilate and use innovative methods and tools and adapt them in service of the needs. Methods and tools are means, not goals. I have learned to adapt them to the circumstances and the needs. I come well prepared and at the same time I always focus on what emerges in the moment, able to change gear immediately at any given time.
- **Good ability to diverge and converge** My background in creative thinking and brainstorming allows me to think broad, to encourage others to postpone judgement and find creative solutions, and to bring in time the structure and clarity needed to make decisions and take action.
- **Good ability to communicate clearly** about strategies, intentions and goals: my copywriting and spoken skills allow me to communicate clearly to others, in texts and in meetings.
- **Practical Organisation** As the manager of my own company, and the (vice-)president of two associations, organisational skills are indispensable. As a process designer & facilitator, I am also co-responsible for the smooth organisation of events and processes: this includes organisation in the broadest sense of the word (from content to practicalities)

Job-related skills

- See key competencies page 1
Also:
- Experienced trainer and facilitator in **Creative Thinking and Brainstorms**
- Experienced trainer in **Solution Focussed Communication**
- **System Constellator & Coach**

Computer skills

- Experienced and creative User of Lay-out Tools (Indesign, Photoshop,...), Video Programmes (Imovie, Adobe Premiere), Audio Programmes (Audacity, Ableton Lite Home Studio), Social Media & Webdesign to enhance the quality of communication in the framework of a meeting or event: clear and enticing invitations and reports, online and offline

Other skills

- Copywriting (long copy, web texts, ...), Literary Creation (poetry, script writing, ...), Audiovisual Creation (Filming, Editing, Creating)
- Declamation & Storytelling, Singer Songwriting, Ukulele, Piano, Basics of Graphic Design

Driving licence

- B

ADDITIONAL INFORMATION

recent examples of processes designed and hosted in EU Institutions (past 3 years) & references

- ECHA, Intro Participatory Leadership – webinar, 3 mod, with Jan Hein Nielsen – dec 2020, jan 2021
lucia.matilla-alvarez@echa.europa.eu
- Participatory Summer Academy HRB3 – Webinar on Creative Harvesting – june 2020
Zachary.Hester@ec.europa.eu
- Art of Participatory Leadership Entry Level Trainings HRB3 – oct 2017, june 2018, sep 2019
Zachary.Hester@ec.europa.eu
- Art of Participatory Leadership Entry Level Training European Parliament – jan 2020
laura.popa@europarl.europa.eu
- DG Taxud Team Event Dir C & D – feb 2020
Tatjana.LAPUNOVA@ec.europa.eu
- DG Taxud Team Event Dir E – sep 2019
Dace.KALNINA@ec.europa.eu
- Art of Participatory Leadership Practitioners Gathering HRB3 – june 2019
Zachary.Hester@ec.europa.eu
- DG COMM & DG EMPL Sibiu Roumania Youth Conference – may 2019
Kathrin.RIEDLER@ec.europa.eu, Dietrich.ROMETSCH@ec.europa.eu

- DG EMPL Brussels Youth Week – april 2019
Kathrin.RIEDLER@ec.europa.eu, Dietrich.ROMETSCH@ec.europa.eu
- Committee of Regions Cities & Regions Forum – feb 2019
Barbara.CAULI@ec.europa.eu
- DG COMM Citizens Dialogues Pilot Project Brussels – jan 2019
Nora.ALLAVOINE@ec.europa.eu
- Art of Participatory Leadership Entry Level Training JRC **Ispra** – june 2018
Claire.FONSECA@ec.europa.eu
- Art of Participatory Leadership Entry Level Trainings EASME – apr 2017, sept 2017, nov 2018
Elisabeth.HELMING@ec.europa.eu
- EFPIA Future of Health World Café Meeting – march 2018
zsafia.bakonyi@efpia.eu
- DG CONNECT Digital Assembly in **Sofia** – june 2018
annika.ostergren@ec.europa.eu
- DG NEAR DIR A Team Event – dec 2018
Simone.RAVE@ec.europa.eu
- JRC Teambuilding in **Ispra** – oct 2018
Claire.FONSECA@ec.europa.eu
- DG GROW Teambuilding C1-C2 – jan 2017
Elisabeth.HAMDOUCH@ec.europa.eu
- YEYS – EESC – Youth Event EU@60 WHERE TO NEXT™ – march 2017
Fabiola.GiraldoRestrepo@eesc.europa.eu
- Management Workshop at EASME – june & oct 2017
Elisabeth.HELMING@ec.europa.eu
- DG ECHO Unit A4 Team Building – dec 2017
Julia.Stewart-David@ec.europa.eu

Countries I have worked in:

Belgium, The Netherlands, UK, France, Germany, Italy, Roumania, Bulgaria

ANNEXES

Non-exhaustive list of organisations I have worked with:

Government

European Parliament: DG COMM

European Commission: HRB3, JRC, DG Near, DG TAXUD, DG Sanco, DG Comm, DG Grow, DG Home, DG Empl, DG Entr, DG Echo, DG Research, DG Devco, HRB3, EECS, REA, EASME, ECHA
Other EU Institutions: Committee of Regions (CoR)

Municipalities: Gemeente Anderlecht, Gemeente Asse, Stad Brussel, Stad Genk, Dienst Integratie vzw Stad Leuven, Stad Gent, Gemeente Oss

National: Ministerie voor SZW Nederland, Ministerie LNV Nederland

Private

Puiletco Dewaay, Origin Architecten, Perfetti Van Melle, GopaCom., Visuality, Colruyt, Gial, Belfius, Tweeperenboom, Niras-Ondraf, Fopas, AG Insurance, AXA, AXA Tech, DKV, Delta Lloyd, AG Insurance, Federale Verzekeringen, KBC, Atrium, Trodat, Total, Congres for Notaries, Roche, MICE Club, Sanofi, DocCheck.Com, Fluxys, Ipsen, Spadel

Non for Profit

UBC/BVC, Zagan, De Ark, Museum M, De Schommel, Waerbeke, Circles – We have the Choice, Corporate Ceremonies, HIGW, Promethea, RAB / BKO, OCMW Sint-Gilles / Cie Tisserin asbl, Musea Provincie West-Vlaanderen, Kunsthumaniora Brugge, BEWO ZW-Vlaanderen, PAKT, GZ Netwerk NW-Vlaanderen, GGZ Netwerk NW-Vlaanderen, GGZ Gent, Rodenbachfonds, The Unfolding Conference, Beschut Wonen Gent, WZC Immaculata Edegem, Eliant, Sint-Jansbergklooster, TheO, theatre constellations, CVA/CNO Antwerpen, Eurodesk Network, Generation Europe Foundation (GEF), Unicef/Eurochild/Koning Boudewijn Stichting, Beschut Wonen Ieper