

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 / **HR/R1/PO/2019/034**

WORK EXPERIENCE

2005 - current

Process Designer & Host, Trainer, Creative Reporting, Presenter

Owner & Manager Ziraffa Comm. V. since 2007

- Designing & Hosting Processes and Trainings on Participatory Leadership, Co-creative Collaboration, Change & Conflict
- Designing & Hosting Artistic Teambuildings & Personal Dev. Trainings (Music, Theatre, Clowning)
- Creative Reporting: capturing insights, emotions and impressions of a gathering in a poetic observation, a story or a song, created and performed on the spot.
- Presentation & Moderation of Cultural Events
- 15+ 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

Civil Society, Volunteer

2015 - current

Co-Founder, President & Director Theatre Company

Compagnie Tisserin, www.compagnietisserin.be

- Theatre Director
- Linking professional theatre with social projects
- 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 Meaningful Conversations**

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, ...

2005 - current **Seminars, Apprenticeships & Intervision on OD Theories & Practices, Change Management, Systemic Approaches, 1/1 Coaching & Group Facilitation, a.o.:**

several organisations and institutions

- Workshops, retreats & seminars covering songwriting, singing, narration, acting, clowning, directing, script-writing and light-scenography (2012 – 2020)
- Embodied Facilitation Online Course (2020)
- Working with Archetypes as a Coach, Trainer, Facilitator – Asaf Ben Shahar (2014, 2015, 2016, 2017, 2020)
- Learning into Conflict, Beehive Productions (2018)
- Master Class Team Development with Sylvia Prince : 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 intervision and different ways of working, team spirit and a willingness to learn from each other.

Organisational / managerial skills

- **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 is needed 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 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 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

- Experienced practitioner of **Dialogue Methods and Large Scale Intervention Methods**
- Experienced trainer and facilitator in **Creative Thinking and Brainstorms**
- Experienced trainer in **Solution Focussed Communication**
- **System Constellator & Coach**
- **Director, Storyteller, Writer, Actor, Musician, Narrator, Presenter**

Computer skills

- Experienced and creative User of Lay-out Tools (Indesign, Photoshop,...), Video Programmes (I Movie, Final Cut Pro, Adobe Premiere) 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, Singing, Ukulele, Piano, Basics of Graphic Design

Driving licence

- B

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

- 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
- Art of Participatory Leadership Practitioners Gathering HRB3 – june 2019
- 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/march 2020
laura.popa@europarl.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
- 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 COMM Citizens Dialogues Pilot Project Brussels – jan 2019
Nora.ALLAVOINE@ec.europa.eu
- DG EMPL Brussels Youth Week – april 2019
Kathrin.RIEDLER@ec.europa.eu, Dietrich.ROMETSCH@ec.europa.eu
- DG COMM & DG EMPL **Sibiu** Roumania Youth Conference – may 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 Taxud Team Event Dir E – sep 2019
Dace.KALNINA@ec.europa.eu
- DG Taxud Team Event Dir C & D – feb 2020
Tatjana.LAPUNOVA@ec.europa.eu

Countries I have worked in: Belgium, The Netherlands, 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

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

Private

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

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

STIEN MICHIELS

Date:

29/01/2020

Signature:

