

Isabelle CLAUS TEIXEIRA

Singapore Permanent Resident

Highly Skilled Visa Japan - currently residing in Tokyo, Japan)



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PROFESSIONAL OVERVIEW

Global senior HR with global experience in Business Partnering, Talent Management, Leadership & Organisational Development

Mentor coach with ICF

PCC level Leadership Coach with several coaching certifications (somatic coaching, brain-based coaching, Career and Job Transition coach)

Certified TRE provider and Trainer trainee



By the International Coaching Federation

Isabelle has over 27 years of experience in Senior HR Business partnering and regional Talent Management and Organisational Effectiveness experiences across Asia Pacific, Japan, Russia, US and Europe and is also a certified Leadership coach since 2012.

Since 1996, Isabelle has fulfilled global, regional and country HR roles in several industries (Automotive, Software Development, IT Technologies, Clinical Research, Trading, Shipping, Semi-conductors, Pharmaceuticals, Medical Devices).

Added to the fact that Isabelle has lived in 9 countries (France, UK, Germany, Spain, Portugal, Belgium, Switzerland, Singapore, Japan), these combined experiences have deepened and expanded her cultural agility, her global mindset and broadened her understanding of corporate realities and dynamics as well as develop her ability to connect with and manage cross-cultural workforce and teams.

Isabelle also decided to expand her contributions to the global leadership world and founded her own Boutique Coaching and Leadership Development consulting company in Singapore since end 2016. .As an entrepreneur, Isabelle is proud to have served a variety of companies and clients across Asia, Japan and Russia, like ByteDance, TikTok, Philips, NTT DATA, Gilead, Novartis , Zimmer Biomet, Fresenius Medical Care, Alcon, UWC SEA, Heineken Asia Pacific, DSM, Robert Walters, Roquette, Luxmi Teas, Obeetee, DBS, Standard Chartered, HST Medical, American Japan Chamber of Commerce, Levi Strauss, Eton House, Viva Foundation, etc....

She designed and facilitated successful regional and local solutions programs for C suites, Leadership Development, Leadership team's effectiveness, Emerging Leaders development, Employee Engagement strategies with a focus on resilience, customer centricity and authenticity. She also has been providing HR advisory, organizational culture initiatives and HR capability building. She also the Executive Coach to C-Suite, CEOs and Chairman of boards.

Isabelle is also passionate about her own professional development and in the last 10 years became an accredited Leadership coach in several techniques (Global Cultural Framework, Stakeholder Centred coaching , Neuro leadership, coaching Somatic coaching, Team coaching) and got accredited as a provider and Trainer Trainee of TRE (Tension Releasing Exercises). She also successfully completed and obtain a certification as a mediator with the Singapore International Mediation Institute.

In September 2023 she became a Executive contributor to Forbes Coach Council and Brainz Magazine.

Key Accomplishments include providing award-winning solutions in the field of leadership transitions, leadership team effectiveness, organization culture and retention strategy to her clients in her last Corporate role.

Key competencies in her own business include:

- Designing HR strategies, programs and implementing them
- Executive Coaching (over 1,300 hours of paid coaching hours)
- Design and facilitating Team effectiveness programs
- Design and facilitating Leadership and Emerging leader's development journeys
- Organizational culture and change interventions
- Developing others and developing HR
- HR Business Partnering roles.
- Conflict management (she was an accredited Mediator with Singapore International Medication Institute)
- Diversity & Inclusion initiatives
- Certified provider of Tension and Trauma Releasing Exercises
- Global Trainer Trainee for Tension and Trauma Releasing Exercises
- Entrepreneurial

PROFESSIONAL EXPERIENCE

Since Jan 2022



Sr Human Resources Business Partner

Business partnering, Management and Leadership Development, Employee Engagement, Team effectiveness, Employee Relations

- Based in Japan
- Business partner to 1 Sr Vice and President and. 3 Vice Presidents (CEO-1) for Software Development, Enterprise Technology and Cyber Security
- Principal HRBP contact for a workforce comprising 45 different nationalities all based in Japan, California and UK.
- Reported directly to the CHRO (US based) and Head of HR Asia Japan Russia

Key Accomplishments

- ✓ Created the role of HR Business partner in Japan HR Team
- ✓ First and only non-Japanese in the HR team
- ✓ Partnered with CHRO (US based) to increase diversity and experience/expertise in Japan HR team.
- ✓ Designed, develop, and implemented a world-class Management Development program, sourcing world-class faculty.
- ✓ Sourced Executive coaches for leaders in the organization and acted as an internal coach too
- ✓ Designed a Team Effectiveness workshop for the COO.
- ✓ Designed and deployed various initiatives around Diversity & Inclusion (cognitive and gender diversities), "Employees in crisis" and Employee Wellbeing
- ✓ Successfully met challenges and risks created by the COVID pandemic and Japan borders closure, supported leaders with change management in 3 major re-organizations in less than 8 months, active involvement in whistleblowing cases and various ER cases in Japan



Since Dec 2016

Co- Founder, Managing Director, Executive Coach, Lead Consultant

HR Consulting, HR Advisory, Organisation Development Consulting, Executive coaching

Global clients based in US, UK, Russia, Dubai, Australia, Japan, Singapore, India, Thailand, Hong Kong, Singapore, Indonesia, South Korea, Indonesia.

Business and Human Development; provide customized solutions to clients in the areas of

- Emerging Leaders programs design and facilitation
- Leadership High performing Team interventions
- Executive, Leadership, Transition, & Career Coaching,
- Change and organizational culture initiatives
- Employee Engagement strategies
- HR capability building

- Corporate clients include: ByteDance (TikTok), NTT DATA, Novartis Pharmaceuticals Japan, Novartis Pharmaceuticals Russia, Zimmer Biomet Asia Pacific, Philipps, VIFOR Pharma Asia Pacific, Fresenius Medical Care Asia Pacific, GILEAD Russia, Fresenius Medical Care Singapore, ALCON Middle East and Eastern Europe, ALCON US, ALCON Dubai, Luxmi Teas, Heineken Asia Pacific, DSM, Levi Strauss Japan, Roquette Asia Pacific, RECKITT, Obeetee, HST Medical Pte Ltd, Robert Walters Singapore, Robert Walters Thailand and Vietnam, VISA, Mastercard Pte Ltd, Viva Foundation, Eton House International school, UWC SEA



Mar 2013 – Nov 2016

Head of Talent Management & Organizational Development (Commercial), Japan & Asia Russia

- Based in Singapore; covering 15 countries (Pakistan, India, Indonesia, Malaysia, Singapore, Philippines, Thailand, Taiwan, Australia, Vietnam, South Korea, China, Australia, Russia and Japan).
- Reported directly to the Global Head of Talent Management & OD (US based) and Head of HR Asia Japan Russia, supporting the Regional President for Asia/Russia and the President of Japan.

Key Accomplishments

- ✓ Created the role of Talent Management and Organizational Development in Asia/ Russia & Japan at a time of fast and challenging growth & changes in Asia & Russia and also Japan.
- ✓ Successfully met challenges of creating a talent mindset, supported new leaders and new leadership teams delivering high performance business results, built a strong pipeline of Asian talent, implementing programs to reduce staff turnover and developing regional HR and leadership.
- ✓ Recipient of:
 - Global ALCON HR Breakthrough Award, 2014
 - NOVARTIS Group Global Talent & Leadership development Excellence award, 2014
 - Most Valuable team in ALCON Award, 2014



Jul 2010 – Feb 2013

Director, Talent & Leadership Development, Asia & Japan

- Based in Singapore; covering 6 countries (Singapore, Korea, Taiwan, India, Japan and China).
- Reported directly to Vice President Talent Learning & Development, based in US.
- Created the first role of Talent Management and Organizational Development in Asia & Japan, become the Champion of Asia & Japan in a very centralized organization and influenced the Global HR & Talent strategy and established best practices in the region.



2006 – 2010

Global HR Business Partner – Asia, Europe & US (Mar 2008-Jun 2010)

Business Unit – Ocean Transportation (trading in dry bulk shipping)

- Based in Geneva (Switzerland): 250 staff in 8 locations in Asia Pacific, Europe and North America.
- Reported directly to Global Business Unit Leader and Global HR Head.
- Joined Ocean Transportation Business Unit at a time of consolidation of business and stabilization of global structure after a short and intense growth period.

Key Accomplishments:

- ✓ Successfully met the challenge given by Business Unit Leader to create a One Team organization culture, increase Employee Engagement, and transformed Operations into a flexible, scalable and follow-the-sun delivery model as well as improve the Strategic Thinking capabilities of the Leadership team and employees.
- ✓ Recipient of Business Excellence Award, with special reference to Employee Engagement & Strategic Planning practices, 2009

EMEA HR Manager for IT (Oct 2006-Feb 2008)

- Based in Brussels (Belgium): + 500 staff in 66 locations and 14 countries in EMEA.
- Reported directly to the Vice President (US based) and Regional CIO.
- Joined Cargill IT at a time of deep transformation from a regional structure to a global delivery model.
- Instrumental in delivering important outsourcing projects, re-organization of IT Applications & Infrastructure departments and Talent challenges, especially in Eastern Europe and Russia.



2000 – 2006

HR Director Spain & Portugal (Feb 2004-Sept 2006)

- Based in Madrid (Spain); responsible for over 400 employees in 8 sites & 2 countries.
- Member of the IBERIA Executive Committee.
- Joined Quintiles Spain for their first major acquisition, and my contribution was critical for the successful Integration, then optimization of the business delivery model, Employee engagement and HR structure.

HR Manager, Continental Europe (Feb 2000-Jan 2002)

- Based in Paris and in Mannheim (Germany).
- Joined Quintiles Europe at the moment of the integration of Innovex that involved fast & deep organizational restructuring and policy changes.



Electronic Data Systems

1996 – 2000

HR Partner EMEA, & before in the UK (Oct 1996-Jan 2000)

- Based in Uxbridge and Chertsey (UK)
 - Project Manager of various regional HR initiatives.
 - Restructuring; reorganization, RIF under GAAP rules.
 - Liaison with the USA and European HR directors.
 - Improvement plans and disciplinary procedures.

CONTACT PARTENAIRE CLIENT

HR Manager (consultancy)

2002 – 2003

Clients: PPD DEVT France (CRO), ICON France (CRO): relations with Works Council, **Pfizer France** – Based in Paris (France)

QUALIFICATIONS & CERTIFICATIONS



- Team Coach Certification *Program Level I, Leadership in Motion LLC – November 2022*
- Social Presencing Theater – the Art of making a True Move, The Presencing Institute, July 2021
- Leading and coaching across cultures/ Culture Orientations Framework, Rosinski & Company, April 2021
- Global TRE (Trauma Releasing Exercises), Certification Trainer Trainee program, 2020 – 2024
- Foundations of Embodiment Certification, May - July 2020
- Somatic Coaching, accreditation, Strozzi Institute, February 2019 to September 2019
- Somatic Bodywork Level 1 and 2, Strozzi Institute, June 2019 to November 2019
- Certified provider TRE (Trauma Releasing Exercises), International certification, June 2018 to April 2019
- PCC Coach, ICF, 2019
- Brain-based coaching (solution-based coaching) accreditation, Feb 2018, NeuroLeadership Institute
- Accredited Mediator, September 2017, Singapore International Mediation Institute
- Strategic Conflict Management for professionals Level 1 & Level 2, Singapore Mediation Centre, August 2017
- Accredited consultant, Market Culture, October 2016
- Global Leader of the Future 360, October 2016
- Job , Transition and Career Development Coach, Career Planning and Adult Development Network, R.Knowdell, March 2016
- Resilience, HeartMath, 2015
- Accredited coach, Stakeholder Centered Coaching by Marshall Goldsmith, 2012
- Booth 360, 2012
- "Leadership Challenge, 2012
- MBTI I & II, 2011 and MBTI for Team Building, 2011
- NLP Practitioner, 2010
- DISC, 2009
- Organization Design Certificate Part 1, University of South California, 2011 Marshall Business School, Center for Effective Organizations, Los Angeles
- Diploma in Law (Social Relations) – University of Kent at Canterbury – Great Britain, 1996
- Masters (DESS) in Labour Law and HRM (Grade A) – University of Paris X – France, 1995

OTHER PERSONAL DETAILS

- French National,
- Singapore Permanent Resident (Valid until June 2022), currently residing in Kyoto, Japan (student visa until March 2022)
- Speaks French (native), English (fluent), Spanish (fluent), Japanese (studying JLPT 3-4 level)), German (basic),

- Married for 20 years to Rouviere, freelance teacher of French as Foreign Language. 1 cat (13 years old). No children
- Hobbies: ceramist - Japanese style; Aikido; Chinese Ink and Oil painting