

PHILIPPE DE RIDDER

Business consultant

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EXPERIENCE

Conphider BVBA

Owner / independent business consultant

Early 2016, I decided to create my own consultancy company and to share plus 25 years of expertise and experience to help companies, improving both quality and performance along 4 axes: people, organization, processes and systems



📅 August 2016

Shanks Belgium

SSC accounting manager

Between November 2014 and July 2016, I worked on the continuous improvement of the service quality and results in the Shanks Shared Service Centre (SSC) in Brussels, I led and developed a team of 20 people working in GL, AP and AR.



📅 2014-2016

Omron Electronics Europe

Several F&A management positions

Within Omron Europe, I served and supported the Finance & Accounting management in various positions and locations. For info on the achievements, I refer to the portfolio overview.



📅 1992-2014

Laboratoires S.M.B.

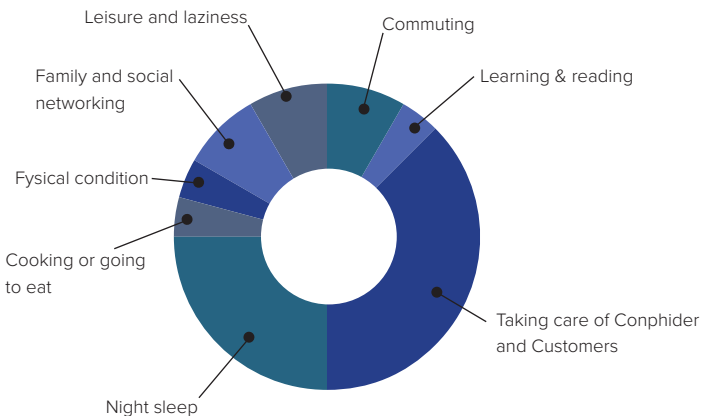
Accountant

After completing my military service in 1988, Laboratoires S.M.B. offered me the opportunity to gain my first practical know-how as a junior accountant. I learned how to convert accounting theories into practice and to speak some French.



📅 1989-1992

A DAY IN MY LIFE



FREE TIME

- ✓ Study and self-improvement
- ✓ Reading and watching tv series
- ✓ Cooking and enjoy resto visits
- ✓ Sports (tennis, jogging, cycling)
- ✓ Family and social networking

LIFE PHILOSOPHY

“keep it balanced and simple”

MOST PROUD OF



Courage I had

to leave my comfort zone as an employee and to create my own company “Conphider” starting from scratch despite the great team I had to leave



The hard work and persistence

I showed in the Shanks SSC, by fulfilling our commitment, solving the legal accounting issues, improving the GL-closing cycle and by supporting and empowering the SSC accounting team



My ‘people first’ approach

I gradually became a better leader the day I realized that taking care of people is the key to better performance and results. If you put fences around people, you get sheep



Living my core values

To walk my talk every single day, creating a trustworthy reputation and being consistent in doing the right things no matter what

STRENGTHS

Hard working

Positive

Motivator & Leader

User experience

F&A management

Project coordination

LANGUAGES

Dutch
English
French
German



EDUCATION

Bachelor of Business Administration

Hogeschool Gent (campus Aalst)

Accounting and Banking - Graduated with distinction

📅 1985-1987

Secondary School

Sint Aloysiuscollege Ninove

Economics - Graduated

📅 1978-1984

*“Stay away from negative people,
they have a problem for every solution”*

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PORTFOLIO



Accounts Payable projects

When it comes to reducing costs and improving service quality and efficiency, paper-intensive processes such as accounts payable (AP) invoice processing and approving are likely candidates for automation. Reducing paper in financial processes can immediately impact your bottom line. By combining modern document capture and imaging technology with advanced workflow capabilities, you can empower AP users and other knowledge workers to manage unstructured, unpredictable processes in a simple and intuitive way. Automated processes not only save paper and reduce postal costs, they also increase accuracy, helping to avoid costly errors and minimize risk. Astute companies can reduce the AP process cycle costs with more than 50%.

- ✓ Accounts payable process
- ✓ harmonisation
- ✓ digitalisation
- ✓ cost reductions



F & A pricing projects

Companies often lack the transparency and awareness to determine the Finance & Accounting service scope and cost. However they can define their services to allocate costs internally for budgeting and chargeback. Different elements support various chargeback methodologies. Charges can be per transaction or per session and can vary by resource. The rates that are used can vary by service package and activity level. When a simple and effective charging methodology is integrated, the back-office service invoices can be generated based on real data in stead of assumptions. Adjustments can then be automatically applied to reflect any SLA violations. In essence, organizations and their business units need to know they are getting everything that they are paying for and be able to distribute the costs and lower them, they must be able to verify that costs are recovered regardless resources are fully utilized.

- ✓ Finance organisation
- ✓ service cost benchmarking
- ✓ cost awareness
- ✓ service scope & quality



Cash pool projects

For many multinationals and investment groups, the need to pool cash comes from the historical approach they take to manage cash. In a group with many legal local entities, cash management is often left to the individual entities. This means that some entities are operating with debit balances and others are always long in cash. Cash pooling projects are often a major undertaking but the payoff is certainly worth the journey. External debt can be reduced materially through internal fundings. The number of loans and deposits booked around the organisation can be reduced significantly. There is a benefit from improved reporting, highlighting the interest earned and paid. Settlement of intercompany accounts will be greatly enhanced and simplified, as payments are easily made within the pool. Balances in countries that cannot pool easily can be put in a notional pool and benefit from a liquidity structure that serves the whole group. Moreover funding lines can be better used to support the growth of the business.

- ✓ Treasury
- ✓ business alignment
- ✓ working capital optimization
- ✓ enhanced response times



Successfull change projects

When it comes to success, it's easy to think that people blessed with brains are inevitably going to leave the rest of us in the dust. However a recent study from Stanford University shows that your attitude is a better predictor of your success than your IQ. With a fixed mindset, you believe you are who you are and you cannot change. This creates problems when you're challenged because anything that appears to be more than you can handle is bound to make you feel hopeless and overwhelmed. People with a growth mindset believe that they can improve with effort. They outperform those with a fixed mindset, even when they have a lower IQ, because they embrace challenges and projects, treating them as opportunities to learn something new. A growth and 'can do' mindset are essential characteristics we should look for in people we bring into project teams.

- ✓ people management
- ✓ company culture
- ✓ team building
- ✓ change readiness

REFERENCES

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European Accounting Manager

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COVER

After gathering more than 25 years work experience in different organizations and cultures as a loyal and dedicated employee, I choose to leave my comfort zone by offering my expertise to the business as an independent consultant and started my own company Conphider.

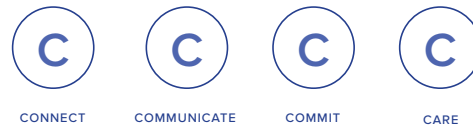
Through the support of specialized partners within different domains of expertise (see website partner link) I grew confident that my experience, skills and 'lessons learned' have given me the necessary insight in Finance & Accounting management and sharpen my interpersonal and team leadership skills to much better perform and significantly improve the results when building teams or managing projects.

In our approach to enhance the quality of service and the financial results, we support business to implement their strategies and achieve goals by improving 4 key-axes, called the "POPS" approach:



A balanced working plan on all 4 axes is important to achieve business objectives and excellent results, but we consider the people factor paramount in order to be successful in any project endeavor. You can have the best strategy and plan in the world, but if you don't have the hearts and minds of the people who work with you, none of it comes to life. No organization can thrive without teamwork, and nobody can do it all alone. True leaders value and care about the people around them, they take time to understand who their team members are, what they want to achieve and help them succeed. There is real satisfaction, real beauty, in making it to our goals as part of a great team. Hence "building bridges and growing trust" is our passion at Conphider and our company motto.

To develop teamwork and stimulate collaboration, we use a simple 4 "C" approach to build great teams:



Although the final results are very important to any business, we do believe that a 'results-only' focus misses a lot. The key to building a great company is linking employee engagement with business results.

PEOPLE

Hiring the right employees is crucial for any organization. The fact that people work for people, not for business, is consistently ignored by human resource departments, managers and owners alike and they wonder why their turnover is so high or they are always having to look for new people. The problem is often with the managers and seldom the employee or the quality of the workforce. This has been proven and well documented by study after study. Technical skills aside, honesty, integrity, positive attitude, respect and being true team-players are the essential characteristics that we should look for in the people we bring into our teams. When the company culture is strong, you can trust everyone will do the right thing and can perform well autonomously. People can be entrepreneurial and if we have a company that is entrepreneurial in spirit, we will be able to achieve greatness and excellent results.

ORGANISATION

Back office and finance organizations should be plugged in the overall strategy and aligned with the business organization. The F&A management task consists of organizing the department in the most effective and efficient way in order to reduce unnecessary management layers, costs and to optimize span of control and quality of the service.

PROCESSES

Process improvement involves process analysis, standardization, measurement and change. Constant process reengineering is key to enhance service quality and financial results. Equally important is that when processes are reviewed and improved, best practices are implemented. Process changes should be aligned with organizational objectives which are usually focused on quality improvement, cost reduction and faster response times

SYSTEMS

The number of applications deployed has an important impact on the efficiency and therefore also on the cost of any Finance department. ERP systems are often less integrated across the different finance functions than expected and in many cases Finance departments are not taken full advantage of the available technology. Poorly or not integrated systems will result in higher costs (a.o. license fees, maintenance, upgrades) or lack of common platforms for improvements (e.g. e-billing solutions). Business intelligence might suffer from inconsistent data models or data integrity problems, leading to deterioration of the speed of access to reliable management information

CONNECT

Connecting is creating teams and networks. Leaders who value relationships don't work alone. They proactively look for ways to increase collaboration and teamwork. They are able to resolve conflicts and they seek better ways to cooperate. Connecting however is a daily habit and demands energy. We often prefer to take the short route of influencing people instead. Influence works, yet it is short term. Influence can get things done yet it will not motivate a person to go the extra mile for you. Companies grow best, when workers are connected by social bonds. Leaders should understand that co-worker's hunger for connection every single day in safe and inclusive work environments. A real team is not a bunch of people sitting in the same room but a group of people who trust each other.

COMMUNICATE

The biggest communication problem is that we don't listen to understand, we listen to reply. Good communication however is the key to healthy and happy relationships. It keeps others well informed and let them know what, when, where and how the critical steps are occurring. Transparent and clear communication is important to effectively engage and hold employees accountable. Often we make the mistake of assuming responsibilities and expectations are clear only to find out later that the employee had a completely different idea of what is expected. The simple exercise of repeating the message is key to making sure everyone is on the same page.

COMMIT

Just like transparent communication is crucial to make sure that everybody boarded for the journey, commitment is crucial to living out the promise you set out during meetings or a team speech. It's not just about being a good role model, but showing commitment to the team itself. It means showing each and every one of the employees that you are committed to their success and have their best interest in mind. As a leader, being committed often equates to being part sacrificial, that means you're willing to give up your time to coach your employees, to answer their questions and give them a hand when they need it. It also means teaching them new things and helping them to achieve more. While committing yourself to the success of your employees can be difficult, it's important that you dedicate the time and resources to help your employees succeed.

CARE

When you care you give a little more time, a little more effort, a little more energy, and a little more love to the people and objectives you care about. You may be a good team but to be a great team we encourage to care just a little more. Care about the work you do and how it contributes to the team. Care about the people you work with. Care about the mission of your team. Those who care build great things that others care about. Employers should genuinely take care about their employees. More than half of people who leave their jobs do so because of their relationship with their manager. People do leave their managers, not business. Managers who fail to really care will always have high turnover rates.

"A sign of a good leader is not how many followers you have, but how many leaders you create"