

Dr. Audrey-Flore Ngomsik



Executive expert in CSR* and Sustainable Development | Board Member | Public Speaker

EXECUTIVE SUMMARY

Experienced sustainability champion, board member, and speaker with 20+ years in CSR and sustainable development. I have a proven record integrating sustainability for CO2-intensive industries. I pioneered sustainable practices before the word "sustainability" even existed, so I know how to develop and implement sustainable strategies from inside and out, from innovation to business operations and commercialisation.

I train executives, and I also emphasize that **people, planet and profit should be tackled concomitantly** for a more efficient mitigation of climate change. Therefore, I do not only strategize on the way to be more environmentally sustainable, but also on how to increase DEI** among decision makers and infuse this in the corporate strategies for **long term profits**.

Engaging communicator, I know how to simplify complexity. I am able to communicate complex concepts in a way that is easy to understand and actionable. I am also a skilled facilitator, ad moderator and I can help your organization to have productive conversations about sustainability.

As a board member, I bring a wealth of experience, passion, and dedication to the organization's journey towards sustainability and profitability.

*CSR: Corporate Social Responsibility - **DEI Diversity Equity Inclusion

PROFESSIONAL EXPERIENCE

2002 - today **Keynote speaker | inspirational speaker | Panel discussion | Moderation**

More than 200 conferences

Highly engaging and influential public speaker, I possess an unparalleled ability to captivate audiences at events centered on Sustainability, Diversity, Equity, Inclusion (DEI), and Entrepreneurship. My dynamic presence, exuberant energy, and unyielding confidence leave a lasting impression, inspiring individuals to aspire for more significant achievements.

My unwavering commitment to empowering minorities and fostering positive change shines through my public interventions, making me a catalyst for change.

2020- - today **An Accomplished Board Member Empowering Businesses**

Various companies (see below)

As a dedicated and experienced board member, I have been instrumental in driving positive change within various organizations, helping them embrace sustainability as a proactive approach rather than a mere compliance-driven requirement. I firmly believe that sustainable practices are not only essential for the planet but also have a significant impact on a company's profitability and success.

Impact Shakers

Impact Shakers is an investment fund that tackles complex societal challenges through inclusive entrepreneurship. As a board member, I actively use my expertise to be sure funds are attributed to fostering sustainable and profitable solutions that have a positive and inclusive impact on society, through diverse founders and entrepreneurship.

2023 - Present

📍 French, English

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WORK HISTORY

2020 - today (Belgium)

CEO, co-founder, board member

2017 - 2020 (Belgium)

Senior Management

2015-2017 (France)

Director of Operations

2011 - 2016 (The Netherlands)

Executive Management

Head of grants and acquisition

2010 - 2011 (France)

Team Leader Green chemistry & sustainable development

2008-2010 (Northern Ireland)

Scientific Lead & Program Manager "Green innovations"

2006 - 2008 (Malaysia)

Team Leader: Bio-processes and natural resources engineering'

2002 - today

Public / Key-note speaker

2002 - 2006 (France)

Researcher in magnetic nanoparticles for water de-pollution

Kairos Multi solutions

2023 - Present

Serving as a board member for Kairos Multi solutions, I am part of a collaborative platform that shares the world's best-in-class regenerative business models. By supporting this open-source initiative, I contribute to promoting sustainable practices across industries.

European Women on Board

2022 - Present

As an advisory board member of this NGO, I am deeply committed to advancing gender balance on corporate boards throughout the EU. Our collective efforts resulted in the successful implementation of quotas to boost diversity and inclusivity in decision-making. My role is to advocate for more intersectionality, to be sure all women are included.

The Brussels Binder

2022 - Present

As President of The Brussels Binder, I actively advocate for improved gender diversity, and a bigger diversity of women voices in policy debates. We firmly believe that innovative ideas and fresh perspectives lead to more effective and inclusive policies that positively impact diverse societies. This is why intersectionality is at the core of our work.

Obelis

2022- Present

As the Chairperson of the Executive Business Operation Committee & Acquisition and Branding, I contribute my expertise to this regulatory consulting firm for medical devices. My mission is to help the company grow in a sustainable and profitable way.

The Nine

2021 - Present

Serving as an advisory board member of Belgium's first female-focused member's club, The Nine, I actively work towards making equality a reality. Through this exclusive clubhouse, we aim to create a more inclusive and empowering environment for women in business. I actively promote environmental and social sustainability for more profitability.

Centre de Jeunes Dirigeants Belgium

2020 - Present

The Center of young leaders (Centre des jeunes dirigeants), is an international network of leaders (17 countries). The best school to accompany entrepreneurs in their journey. As board member and now president, I help entrepreneurs flourish as leaders thanks to Corporate Social Responsibility. As the president, I actively promote responsible and sustainable leadership, provide tools, training, and events to empower executives to run their business with sustainability in mind.

Notable Achievements:

- Empowered (executive) leaders through public speaking, training, and workshops, resulting in an impressive 84% positive impact on their leadership capabilities.
- Provided strategic support to design and implement new sustainable business models, leading to a remarkable 32% increase in environmental and social sustainability, positively impacting the profitability of organizations.

2020 - today **CEO & Co-founder**

Trianon Scientific Communication (BE)

As the CEO of Trianon Scientific Communication, a leading management consulting firm specialised in CSR and sustainable development, I have been instrumental in leveraging environmental and social sustainability as a powerful tool to enhance business profitability. Collaborating with boardroom leaders and executive directors, I develop clear and innovative strategies that ensure economic sustainability for our esteemed corporate clients.

1. Corporate Clients - Transforming Success:

Through my strategic guidance and hands-on approach, I have achieved remarkable outcomes for our clients:

- **Improved Customer Service:** By implementing sustainable strategies, our clients have experienced an impressive 20% increase in returning clients on average, fostering stronger customer relationships.
- **Increased Profitability:** Sustainable practices have directly contributed to an average profit surge of 32%, establishing our clients as leaders in their industries.
- **Reduced Operating Costs:** Our innovative organizational structures and sustainable initiatives have led to a significant average reduction of 22% in operating costs.

EDUCATION

❖ **PhD in Analytical and Physical Chemistry** (2006), specialised in nanomaterials, UPMC & ENSCP, Paris

❖ **Advanced Graduated Degree in Physical Chemistry** (2002), specialised in chemistry of condensed matter and radiochemistry, UPMC & ENSCP, Paris

❖ **Master's degree in chemistry of condensed matter** (2001), UPMC, Paris

LANGUAGES

French	Native.
English	Bilingual.
Spanish	B1 (needs to be reactivated).
German	A2.

AWARDS

❖ **2023 The Break Fellowship - Cohort autumn 2023**

❖ **2023 Finalist Bold Veuve Cliquot award - Most innovative SME**

❖ **2023 Most inspiring Women in sustainability by WOC/CS**

❖ **2020-2021 Scientist in Residence by Studiotopia** - Best project for the use of scientific Communication to explain the UN Sustainable Development Goals to the public

❖ **2017-2020 Several employee recognition awards**

❖ **2016 Most innovative SME in the category "Disrupting the future"** - by the [European Business Innovation Observatory](#)

❖ **2016 Regional Best Speaker by Toast Master Association**

❖ **2015 Most innovative innovation in textile - Future Material Awards** by the [International Textile Manufacturing Association](#)

- **Culture of Committed Employees:** With a focus on employee experience and engagement, our clients have witnessed an average increase of 20% in committed and motivated employees within just 15 months.

2. Corporate clients - Driving Change and Empowerment:

I actively facilitate transformative change within client organizations by:

- **Keynote Speaking:** As a thought leader, I deliver +50 impactful keynotes and panel discussions that inspired and motivated leaders to embrace sustainable practices.
- **Strategic Management Structure:** Defining and implementing management structures with a strong emphasis on Diversity, Equity, and Inclusion (DEI) to provide strategic and operational support.
- **Audit of existing environmental and social sustainability strategy**
- **Enhanced Employee Experience:** Through initiatives in hiring, training, compensation, information-sharing, and goal-setting, we have significantly improved employee satisfaction and performance.
- **Greener Supply Chains:** By implementing business process excellence, we have successfully designed greener supply chains that benefit both the organization and the environment.
- **Executive Training Programs:** Developing comprehensive training programs and workshops for executive leaders, equipping them with the knowledge and skills to drive environmental and social sustainability, while promoting DEI principles.
- **Remove green and social washing** to improve stakeholders' engagement

Notable Achievements:

- +30% clients in one year engaged in a sustainable strategy
- +68% clients have developed an impactful DEI strategy
- +20% improved customer service
- +35% increased profitability
- -22% reduced operating cost

3. Startups Advisor - Empowering Sustainable Growth:

As a startups advisor, I have played a pivotal role in empowering founders, especially women and those from diverse backgrounds, to put their services and products on the market sustainably. Focusing on the food, cosmetics, and energy markets, I have been instrumental in guiding startups towards a more sustainable and responsible path.

Notable Successes:

- **Google Atelier Business Coach:** Empowered and inspired selected female entrepreneurs through the Google Digital Atelier Incubator, designed to equip them with essential skills, coaching, and networking opportunities for business growth.
- **Dutch New Narrative Lab Business Coach:** As part of this inclusive and innovative entrepreneurship initiative, I contributed to the Diversity Exploration commissioned by the Dutch Ministry of Economic Affairs & Climate in the Dutch startup ecosystem.
- **Trianon Scientific Communication Advisor:** At Trianon, I have successfully mentored 10 startups, aiding them in developing sustainable business models and launching their products, resulting in impressive achievements.

2017 - 2020

Senior Management (Reporting to Board of Directors)

GlaxoSmithKline (GSK) - (BE, NL, US, DE, PAN and SIN)

GSK is a multinational pharmaceutical corporation, a major actor in the vaccine industry.

Senior Manager Strategy & Business process excellence

2018-2020

*Hired as part of the extended leadership team of the department **Quality for R&D**, to design the next 3 years strategy plan of the organization in alignment with the CEO's strategy, and to enhance more sustainable business process practices.*

- Ensured **strategic consistency** between the CEO's office, Board of directors, Extended leadership team, and Management team in meetings, including setting agendas, helping prepare materials, and working with colleagues on follow-ups.
- Successfully **managed strategic changes** and operational processes (budget/FTE/meetings/activities).

INTERESTS

Creative writing: short stories

Judo: Black belt – Practised 15 years at international level - Hip Hop Dance.

Mentoring: See talent in other people and help them to grow is my passion. (I mentor 1-2 people every year)

PRESS CORNER

Available [here](#)

TESTIMONIALS

Available [here](#)

- Prepared activities for **continuous improvement in sustainable development performance** and **strategic** projects to ensure sustainable growth (Gemba, ADKAR, 5 WHY, etc.)
- Fruitfully introduced internal and external leading practices, leveraging internal systems, to **drive increased efficiency** (+37%), elevated performance (+25%), and improved safety (-33% accidents).
- Reported on the organization's goals, metrics, and **KPIs**.
- Member of the communication agents' network of the company to **improve top-down corporate communication** and decrease decision-making time (-35%).

Notable Successes:

Having embedded Corporate Social Responsibility (**including DEI**) in all activities and including **Sustainable Development** in strategic discussions and initiatives.

Senior Consultant M&E, Governance & Ways of Working 2017

Placed at GSK by Avertim sprl. Hired to embed the 2 R&D departments of Novartis vaccines and GSK vaccines, and create sustainable corporate governance, while the 2 organizations were merging.

- Reviewed and analyzed the two companies' policies to identify areas and processes where improvements can be made consistent with the organization's commitment to sustainable growth.
- Led the search, testing, and management of innovative and sustainable changes (**DEI included**).
- Built a trusted internal point of contact for every function to ease the implementation of change.
- Worked with internal stakeholders to influence, and innovate sustainable ways of working.
- Prepared workshops to ensure strong congruence between the strategy of the new department and the CEO's strategy.

Notable Successes:

- Having exceeded expectations by strengthening new internal governance 6 months ahead of time;
- Having been asked to become a [TEDx speaker](#).

2015 - 2017

Director of Operations (P/L)

[TSWS \(FR\)](#)

*TSWS is a start-up specializing in the management of **green innovations**.*

- Responsible for the profits & loss of the organization (Revenues: 150 k€)
- Facilitated commercial acquisitions and negotiations, and served as an account manager for strategic clients
- Streamlined client services to provide strategic and operational solutions that support clients' objectives
- Coached, developed, and mentored staff in driving operations and program/project management.

Notable Successes: Having increased clients 8-fold and revenues by 50%.

2011 - 2016

Executive Management

[Folium Biosciences \(former Feyecon Group\) \(NL, FR, US\)](#)

*For 10 years, the FeyeCon group has been the biggest group specializing in supercritical fluid (SCF) technology in Europe with 12 joint ventures in food, pharma, textile, cosmetics, **materials**, and waste valorization. In 2019, it has been acquired by the American company Folium Biosciences to further develop hemp extraction technology.*

Managing Director 2014-2016

Promoted to merge the newly bought French company into the Dutch group.

- Developed and implemented a **Corporate Social Responsibility** vision and **strategic competitive business plan** for the company that increased revenues by 35%
- Responsible for the profits & loss of the organization (revenues ~25 M€)
- Ensured that new programs and policies created and enhanced a positive atmosphere in the organization and fostered positive relationships with stakeholders.
- Worked across functions to identify all significant risks and mitigate them.
- Reported at the board level to make sure those risks were understood.

- Led the change & developed crisis communication during the merger that kept 95% of the employees engaged.
- Succeeded in changing the profile of clients from academic to industrial (90% before 2014; 60% in 2016).
- Oversaw consistent **brand storytelling** through the website, social media, magazines, graphic design, web development, and marketing materials, linked to a 60% increase in customer engagement.
- Managed the grant writing team, that secured €1.5M **investment** during a recession and general economic malaise.
- Developed the innovation portfolio of the company, which increased the R&D revenues by 10%.

Notable Successes:

- Transforming years of operating losses to profits, increasing the sale price of the group.
- Winning the award of Most innovative SME in the category "Disrupting the future" - by the [European Business Innovation Observatory](#).
- Successfully implementing ISO 9001:2015.
- Developing a **more inclusive leadership culture** by educating and training managers on the **importance of DEI**.

Program Manager

2012 - 2014

Promoted to develop SCF technology in new markets, identify new business development opportunities, and develop new business models for joint ventures.

- Enhanced development of five new applications of SCFs in the textile, health, cosmetics, materials, and waste management industries (such as the waterless dyeing technology) to promote **carbon utilization** and resource efficiency.
- Developed portfolio of clients (+25%)
- *Won numerous commercial projects up to 5 M€.*

Notable Successes:

I have won the Future Material Award by the [International Textile Manufacturing Association](#) - *The most innovative innovation in textiles.*

Research Manager

2011 - 2012

Hired to identify new growth opportunities for SCFs and solve technological knots.

- Implemented solutions to SCF processes that catalyzed commercialization in pharma & cosmetics.

Notable Successes: Having been key in developing a process of CO2 sterilization to inactivate a wide variety of toxins to significantly increase the shelf-life of medical products, leading to an improved positioning in the market.