



OPHÉLIE NAKACHE

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 French
 My LinkedIn Profile

SKILLS

HRIS, Digital Learning, Operating Model, Change Management, Project Management, Leadership, Agile, Talent, Culture, New Ways Of Working, Recruitment, Design Thinking, Benchmarking, Audit Communication, B2B Sales, Adaptability, Precision. Supervision, Adaptability, Precision, Non-Violent Communication, Feedback, Workplace Well-being.

TOOLS

- **Mastery of the Learning & HRIS ecosystem:** Talentsoft, SAP Success Factor, 360 Learning, Cornerstone, Crossknowledge, Niche Players, & Learning providers platforms
- **Workshops animation/Design Thinking tools:** Mural, Klaxoon, Mentimeter, Beekast
- **Project Management/Animation tools:** Workplace, Zoom, Jira, Gantt, Monday, Sharepoint, Teams, Pack-office, LumApps, Canva
- **Social networks:** Instagram, Twitter, Meta, Pinterest & LinkedIn
- **Training creation tools:** Camtasia, Easy Generator, Lectora, Pitchy, Articulate
- **Others:** SAP S/4 HANA, Magento, Zendesk, AI coaching tools (Yoodli, Ezra, Better Up, ...), OpenAI, Gemini ...

LANGUAGES

French: Native
 English: Fluent
 German: Beginner

FINAL THESIS

Well-being and kindness business at work (2018)

HR/HRIS PROJECT MANAGER

SUMMARY

Results-oriented HR & Organizational Transformation Consultant with 6+ years of experience in Luxury Goods, Consulting, and HRIS. Proven expertise in Digital Learning, Change Management, and HR Marketing. Adept at driving strategic initiatives, optimizing processes, and transforming organizations to achieve business objectives.

EXPERIENCE

NKH ADVISORY SOLUTIONS – FREELANCE CONSULTANT (October 2024 – Present)

Freelance consultant specializing in HR & Organizational Transformation

- **LVMH (Luxury Goods):** HRIS Project Manager (continuation of prior in-house mission)
 - Spearheaded strategic learning initiatives, managing LMS deployment and transition for LVMH Maisons.

ACT-ON STRATEGY (From October 2022 – October 2024)

Senior Consultant, HR Transformation

- **LVMH (Luxury Goods):** HRIS Project Manager (360Learning rollout). March 2023 to October 2024.
 - **Key Achievements:** Drove strategic learning initiatives (analyzed LVMH Learning ecosystem (trends in terms of tools, usage & emerging trends), developed roadmaps (short & mid-terms), optimized infrastructure, AI coaching exploration), led 360Learning LMS deployment for the group (360L configuration for +200K users from +75 different Maisons, & +130 transferred group contents) and SAP SF LMS decommissioning.
 - **Impact:** Enhanced learning culture, boosted engagement (+87K active learners in a year), streamlined processes. Drove platform adoption by empowering LVMH Maisons & Academies; animated group-wide learning community.
- **Moët Hennessy (Wines & Spirits):** Structured L&D entity.
 - **Key Achievements:** Analyzed L&D ecosystem, formalized processes, developed Learning Community, organized international seminar.
 - **Impact:** Enhanced L&D effectiveness, fostered continuous learning.
- **Accor Hotel (Hospitality):** Established HR Marketing for Talent Management Policies.
 - **Key Achievements:** Facilitated Design Thinking workshops, defined Employee Journey, simplified policies.
 - **Impact:** Enhanced employee engagement, improved talent management processes.
- **Transversal missions:**
 - Client prospecting and tender responses.
 - Expanded network of independent consultants.

ACCENTURE (March 2018 – October 2022)

Senior Consultant, Strategy & Consulting

- Developed Global Operating Model for L&D - **Renault (Automotive)**.
 - **Impact:** Optimized L&D and tool procurement processes, enhanced efficiency.
- Managed communication/training for change management (SAP S/4 HANA) - **Danone (Food)**.
 - **Impact:** Ensured smooth transition to new finance tools.
- Framed international upskilling/reskilling project - **L'Oréal (Cosmetics)**.
 - **Impact:** Developed reskilling/upskilling paths for 70 roles.
- Training Project Manager (finance convergence with SAP S/4 HANA) - **Covéa (Insurance)**.
 - **Impact:** Drove finance convergence with SAP S/4 HANA implementation.

Consultant, Consulting in Financial Services

- Led framing of Project Management Academy - **Attijariwafa Bank**.
 - **Impact:** Defined competency framework, training paths for management roles.
- Change management for advisors' tools transformation - **La Banque Postale**.
 - **Impact:** Supported adoption of new tools by advisors.
- Defined change management strategy & communication plan - **BNP Risk FRB**.
 - **Impact:** Facilitated reorganization.
- **Transversal missions:**
 - Developed "Future Workforce" offering (leadership, talent, learning, culture).
 - Co-led "New Ways of Working" offering (innovative practices).
 - Responded to tenders on HR transformation.

EDUCATION

