Steve Da Re

Microsoft Expert Consultant
User Adoption

hub.co
Microsoft Partner

Contact

Born **April 14, 1978**
Nationality : **Belgian**
Drivers license: **B**

Steve has a very wide experience in Business processes and Microsoft tools.
He is helping companies to see the benefit of the Microsoft 365 eco-system and implement it, taking into account Security and Governance topics.
His pedagogical skills and experience in user adoption and training makes him a very good coach/trainer.
A lot of people are complaining about the tools, but mostly the tool is not the problem. The knowledge of the tool is important. Use the right tool that fits the needs.

It's important for companies to get aware of all possibilities of the cloud, understanding the benefits but also the risks and make sure to take care of security and compliance.
Design the plan for the digital change project and make sure not to forget the users, make them understand why, include them in the project, engage them to become your ambassadors.

TECHNOLOGIES

SharePoint

Microsoft 365

Microsoft Teams

Microsoft Power Platform

Powell Software

Teamleader

Operational Skills

CONSULTANCY
- Analysis, collection, definition of customers' business needs
- Detecting business challenges and investigating ways to resolve them
- Compiling and presenting information orally, visually and in writing
- Making recommendations for improvement
- Implementing agreed solutions, new procedures and training

CHANGE MANAGEMENT
- Developing change management plans for projects and/or change initiatives
- Evaluating the impact of planned organizational change
- Identifying and managing anticipated resistance to change
- Leading change management work streams with a structured process
- Supporting development of communications relevant to change initiatives
- Providing coaching and training to employees at all levels
- Defining success metrics and measuring performance against these
- Providing reporting and other updates to management and project teams.

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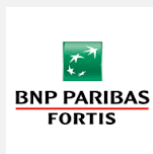Microsoft Expert Consultant
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Professional experience

2019 – Managing partner & Expert Consultant
HUB.CO
Helping companies to see the advantage of Microsoft 365, advise on which application to use and how to use it.
This way we help companies to work more efficient and save costs and implementation

2017 – 2019 User Adoption consultant
BNP Paribas Fortis
Training and adoption, SharePoint/Microsoft 365 support and implementation, functional writing and business analyses, change management

2015 – 2017 Head of Internal Applications
BDO
Sharepoint Product Owner, Sharepoint maintenance, design, architecture and migration projects
Training and adoption, SharePoint/Microsoft 365 support and implementation, functional writing and business analyses, change management

2009 – 2015 Head of ICT
BDO
Managing the Infrastructure and Application teams
Implementation IT governance and ITIL

2002 – 2009 Network administrator
BDO
Managing and supporting ICT infrastructure

2000 – 2005 Technical Support specialist
BDO
Allround IT support

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Professional experience

Sectors	Experience (in years)
IT consultancy	21
IT Management	11
Accounting, audit, tax & legal	17
Financial sector	2

Programming languages	Experience (in years)
Powershell Powershell Online PnP	9 6

Tools & applications	Experience (in years)
O365	9
MS Office	21
SharePoint (from 2003 -> Online)	11
Teams	5
PowerAutomate	5

Methods & techniques	Experience (in years)
IT Project management Prince2	4
Scrum	4
Agile	5

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Native language : Dutch

Other languages :

	Comprehend		Speak		Write
	Listening	Reading	Participating in a conversation	Speaking continuously	
English	C2	C2	C2	C2	C2
French	C2	C2	C2	C2	C2

Levels: A1 / 2: basic user - B1 / 2: independent user - C1 / 2: experienced user
Common European Framework of Reference for Languages

Studies, Training & Certification

2021 Certification Powell Software

2019 Certification Teamleader

2008 Bachelor IT Management
Hogeschool Brussel

1998 Bachelor IT
PHL Hasselt

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Project references

2023 ORESarmeuse
SharePoint training for large groups of Sharepoint Site Owners

2023 Groupe SEB
Multiple trainings on Teams for key users

2023 TecnofuturTIC
Multiple trainings on Teams & SharePoint Governance, training for different audiences.

2023 CSD Centrale de services & de soins à domicile
Coaching migration of classic file shares to SharePoint to the Cloud.
Multiple trainings on Teams & SharePoint Governance

2023 Fonds nationale de la recherche
Analyse des usages des outils collaboratives. Définition 'to-be'. Coaching et suivi projet digitalisation

2023 CLC
Analyse des usages des outils collaboratives. Définition 'to-be'. Coaching et suivi projet digitalisation

2023 Résidence Célinie
Multiple trainings on Teams & SharePoint Governance.

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Project references

2022 Carmeuse
Various 'adoption' trainings for all users to explain the digital project, the 'why' and the 'what's in it for me, which tool to use when and how.

2022 Province Brabant Wallon
Microsoft 365 discovery session for Management SharePoint and Teams training for key users

2022 Tecnofutur TIC
Multiple trainings on Teams & SharePoint Governance, training for different audiences.

2021 - 2022 Cecoforma & Uhoda
Migration of classic file shares from SharePoint environment to the Cloud.
Implementing metadata structure and search
Implementation of New Ways of Working

2021 Alstom
SharePoint training for large groups of Sharepoint Site Owners

2021 Sabam
Teams & Sharepoint Governance, training for different user groups, from end user to global admin.

2019 Idema Sport
Teams : implementing new ways of working with Teams Governance, training and supporting the different departments/teams

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Project references

2017 – 2019 BNP Paribas Fortis HQ
User adoption project
Managing the New Ways of Working core Team as Scrum master(Agile Spotify model)
Create user(ambassadors) communities based on SharePoint
Defining the change plan and follow up
SharePoint Power User training for multiple departments
Various 'adoption' trainings for all users to explain
the digital project, the 'why' and the 'what's in it for me, which tool to use when and how.

2000 – 2017 BDO
Evolved from all-round IT to Head of IT
Implementing ITIL processes (Incident, Problem, Change)
Project management for various IT projects (Migration to Office 365 : Exchange, SharePoint, Workflow Nintex & PowerAutomate, Skype Voice, Implement Dynamics CRM, Logic Apps to internal ERP)
Setting up IT Departments : service desk, infrastructure and applications
Follow up IT Budget
Setting up key-users community and organize train-the-trainer sessions for the implementation of new digital tools.