

Kitan Moudakkire

Change & Adoption

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PROFILE

Trilingual consultant (NL/FR/EN) with 6+ years of experience at the intersection of business transformation, AI adoption and data-driven decision-making. Track record of structuring ambiguous AI and digital initiatives into prioritized plans with clear ownership, leading cross-functional teams from strategy to delivery, and building business cases linked to measurable outcomes.

Certified SFe 5 Agilist, PSM I and Prosci ADKAR practitioner.

CORE COMPETENCIES

- ▶ AI use case identification & prioritization
- ▶ Value casing & business case development
- ▶ Stakeholder alignment (C-level to end user)
- ▶ Data quality & taxonomy frameworks
- ▶ Product backlog & roadmap management
- ▶ Cross-functional orchestration & delivery
- ▶ SFe PI Planning & Agile ceremonies
- ▶ Change management (Prosci ADKAR)
- ▶ Storytelling & multi-audience communication

PROFESSIONAL EXPERIENCE

Sia Partners · Internal & Client Work

Senior Transformation Consultant

Jan 2025 – Present

- ▶ Lead AI adoption initiatives within digital transformation projects, helping clients build AI-ready organizations and embed human-centered change practices into AI rollouts.
- ▶ Designed the AI workflow for the HR Transformation Consulting practice: a multi-agent LangFlow pipeline that turns HR expertise into targeted campaigns and client outreach, integrating CRM data, web intelligence and structured AI output.
- ▶ Co-facilitate internal AI sessions, identify and document use cases with SIA GPT, Claude Cowork and contributed to methodological frameworks for responsible AI adoption within change management.

Sia Partners · Eneco Belgium

Delivery Lead – Data Operations

Aug 2026 – Present

- ▶ Lead solutioning for a 12-person cross-functional data team in the energy sector, stabilizing business-critical data flows.
- ▶ Run root-cause analysis on high volumes of data quality issues.
- ▶ Design solutions for recurring data issues and translate them into clear requirements for Product Owners, shaping sprint priorities with the delivery team.
- ▶ Prioritize the team backlog with business stakeholders, balancing operational urgency against structural improvements.
- ▶ Turn operational data into executive reporting on trends and priorities, giving leadership a clear view of stability and progress.

Tools: Azure DevOps | Methodology: Scrum

Sia Partners · ENGIE (2,000+ employees)

Senior Change Consultant – HR Transformation

Feb 2025 – Jun 2026

- ▶ Defined requirements and ran data quality assessments for the implementation of an AI-powered skills intelligence tool integrated with the HR LMS, analyzing competency data for 2,000+ employee profiles.

- ▶ Led a competency taxonomy restructuring project: 2,883 competencies across 101 subdomains, ensuring data integrity and platform readiness for AI-driven skills matching and career paths.
- ▶ Designed and coordinated the change management plan for a large-scale organizational transition, including stakeholder engagement, training plans and adoption tracking aligned with release timelines.

Tools: Cornerstone LMS, SharePoint, Excel | Methodology: Prosci ADKAR, Agile

Wemanity · VDAB (5,000 employees)

Corporate Project Lead – AI & Digital Transformation

Nov 2023 – Jan 2025

AI Innovation — VDAB AI Assistant:

- ▶ Supported the AI project for the design and rollout of an AI-powered meeting assistant with real-time recording, live translation and automatic summarization of client intake conversations, built on the Microsoft Azure OpenAI platform. Winner of the Digitaal Vlaanderen AI Hackathon 2024.

Digital Process Automation — TWE/OCMW:

- ▶ Led the API integration project automating the control and verification of public subsidies, streamlining compliance workflows and reducing manual processing.
- ▶ Managed the project backlog and prioritization across multiple workstreams: managing milestones, tracking risks and dependencies, and providing regular status updates to steering committees.
- ▶ Bridged business and IT stakeholders, coordinating technical teams, senior management and end users to ensure AI solutions aligned with organizational objectives and real user needs.

Tools: Jira, Confluence, Azure OpenAI, Google Suite | Methodology: Agile, Scrum

Wemanity · Richemont (40,000 employees)

Change Management Consultant – Enterprise Transformation

Apr 2023 – Nov 2023

- ▶ Built a program-wide change and communication roadmap with individual plans for 5 streams, covering multiple digital and process improvement initiatives.
- ▶ Steered communication at executive level, facilitating sponsorship alignment with the Group CIO and Group CSO through regular steering committee sessions.
- ▶ Developed stakeholder maps and engagement plans per stream, coaching stream leads on impact analysis and resistance management.

Tools: Jira, Confluence, PowerPoint | Methodology: Agile

Wemanity · Bpost (33,000 employees)

Change Management Consultant – Customer Centricity Program

Aug 2022 – Apr 2023

- ▶ Designed the change strategy using Prosci ADKAR; built detailed roadmaps with training and communication plans aligned with delivery sprints.
- ▶ Defined and monitored Lean Business Cases per initiative and an overarching Strategic Business Case for the Customer Centricity Program, linking transformation investments to expected business outcomes.
- ▶ Established a Center of Excellence for change management, defining the governance structure, guidelines and operating model for scaling change practices across the organization.

Tools: PowerPoint, Excel, Confluence | Methodology: Prosci ADKAR, Agile

Wemanity · CRC Industries (EMEIA)

Change Management Consultant – ERP Implementation

Mar 2022 – Jul 2022

- ▶ Supported the Microsoft Dynamics ERP implementation using the ADKAR model, creating communication plans, training plans and stakeholder assessments for a phased multi-country rollout.

Methodology: Prosci ADKAR, Waterfall

Elmos

IT Recruitment Officer

Dec 2020 – Jan 2022

- ▶ Recruited IT profiles (software development, infrastructure architecture). Managed the junior upskilling program. Introduced Agile & OKR ways of working.

Hays

Recruitment Consultant

Sep 2019 – Mar 2020

- ▶ Recruited finance and accounting profiles. Oversaw internal improvement projects.

AI BUILDS

Personal applications I designed and built with AI coding agents (Claude Code), self-hosted on my own home server. Details and demos: moudakkire.com/lab

- ▶ Mise – kitchen app: pantry tracking, recipe import via in-browser OCR and web links, hands-free cook mode, and a shopping list generated from the meal plan minus stock. React, Node.js, SQLite, Docker.
- ▶ Baby Companion – shared baby care log and development timeline for two caregivers, with real-time sync, installable as an iPhone web app. React, Socket.IO, SQLite.
- ▶ FitTrack – fitness tracking app with a Smart Coach that adapts training based on logged sessions.
- ▶ Personal learning platform – learning management system for self-directed learning paths.
- ▶ Home server – privacy-first Ubuntu server running these apps in Docker, local smart-home control (MQTT, Zigbee) and secure remote access via Tailscale.

CERTIFICATIONS

- ▶ Prosci® Certified Change Practitioner · Prosci® Enterprise Change Management Boot Camp
- ▶ Certified SAFe® 5 Agilist · Professional Scrum Master™ I (PSM I)

EDUCATION

Master's, Work & Organizational Psychology — Vrije Universiteit Brussel (VUB), 2018–2020

Bachelor's, Psychology — Vrije Universiteit Brussel (VUB), 2014–2017

AI & TECHNICAL SKILLS

- ▶ AI/ML Tooling: LangFlow, Azure OpenAI, SIA GPT, Claude, prompt engineering, multi-agent workflow design
- ▶ Data & Platforms: Cornerstone LMS, data quality assessment, taxonomy design, API integrations, HubSpot CRM
- ▶ Project & Collaboration: Jira, Confluence, Azure DevOps, Miro, SharePoint, BPMN, Excel
- ▶ Technical literacy: Node.js, React, Docker, SQLite, MQTT (architecture & requirements, no production code)

LANGUAGES

Dutch (Native) · French (Native) · English (Fluent)