



Patrick Coolen

Partner

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Practice

Consultancy & Coaching
Executive Search

Language

Dutch
English



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I am a true believer in making HR more evidence-based to improve decision-making. In the last 15 years, I established people analytics as an accepted and common practice within a large corporate organization. I have a proven track record in building various analytical services, ensuring their adoption within the organization, and enabling scarce analytical talents to grow in their roles. Next to my people analytics specialism, I was also part of the HR management team and consider myself a seasoned and all-round HR executive. Furthermore, I am an internationally recognized thought leader and a frequent speaker at HR and people analytics-related conferences. Currently, I am also pursuing a Ph.D. focusing on the adoption and institutionalization of people analytics.

How I work as a consultant

My professional motivation is driven by curiosity. I have a strong desire to understand how humans perform, engage, collaborate, and grow. I approach work tasks methodically and am skilled in analytical and conceptual thinking. A particular strength is my ability to create a vision and transform that vision into concrete solutions. While doing this, I highly value collaboration and co-creating with clients and partners. My extensive network allows me to include the latest trends and innovations in the advice I provide.

How I work as a coach

I consider myself a balanced and empathic person who can engage with and motivate others. I enjoy coaching early career analytical leaders in their personal growth as thought leaders and the development of their analytical teams. My practitioner experience and being a Ph.D. candidate enable me to bring in different perspectives while coaching.

How I work as a Search Consultant

Building on my international network, I can support clients in their search for candidates for various analytical HR roles. Working as a practitioner for 10 years has given me a deep understanding of what is needed to perform in international HR analytical roles. Besides the necessary expertise and knowledge, I am convinced that a personal fit between the candidate and the organization is evenly important.

Consulting Specialties

- People Analytics
- Strategic Workforce Management
- Survey Management
- Employee Listening
- Employee Experience
- Employee Engagement
- HR Management Information
- HR Strategy

Coaching Specialties:

- People Analytics Leader & Team Coaching
- Coaching on all services related to evidence-based HR

Search Specialties:

Roles related to:

- People analytics
- Strategic Workforce Management
- Employee Experience
- Employee Engagement