



Grégor Chapelle

March 2024

Grégor Chapelle is an entrepreneur who has been involved in the private, public and non-profit sectors for over 25 years. He has been appointed CEO of the Queen Elisabeth Music Chapel, a public interest foundation, effective April 29, 2024.

Grégor studied law at the Facultés Universitaires Saint-Louis (in Brussels) and the Université Catholique de Louvain (UCL, Belgium). After graduation, he practiced at the law firm “Droit Quart Monde” founded by Georges de Kerckhove and Jacques Fierens. As a lawyer at the Brussels Bar, he specialized in civil law, criminal law, family law and human rights.

He then moved to Cambridge (USA) where he obtained a Master’s degree in Public Policy from Harvard University’s Kennedy School

of Government (from 2002 to 2004). Upon his return to Belgium, he joined the consulting firm McKinsey & Company in Brussels (from 2004 to 2006).

In 2006, he co-founded the law firm “Cabinet d’avocats du Quartier des Libertés” dedicated to access to justice for all, before becoming alderman for Economic Transition in the city of Forest (Brussels-Capital Region). In this role (from 2007 to 2011), he was responsible for employment, commerce, the social economy and urban revitalization. He supervised a team of 20 people as part of a EUR 45 million program to revitalize three distressed local areas through almost 100 different projects (such as renovation of public spaces, housing construction and economic development). He also adopted an innovative approach ensuring increased accountability toward the public: the publication of an annual mandate report presenting his activities and results, which was distributed to all citizens of Forest.

From 2011 to 2021, Grégor was CEO of Actiris, the public employment service agency for the Brussels-Capital Region. In this role, he managed an annual budget of over EUR 700 million and a team that grew from 650 to almost 1,600 employees. He developed and negotiated two management contracts, in close collaboration with successive Ministers-President and Ministers of Employment. He successfully led a change management project that transformed Actiris from a pyramid-style culture into a dynamic organization oriented toward a participative, solution-oriented, customer-centric management style. He also managed the relocation of the Actiris headquarters to the Astro Tower, including the call for tenders and lease negotiations. Under his

leadership, unemployment figures in Brussels fell significantly, both the overall unemployment (-20% over a 62-month period) and youth unemployment (-40% over a 78-month period).

From 2021 to 2023, Grégor was CEO of Kick Belgium, a start-up not-for-profit aiming to accelerate the ecological transition and the regeneration of biodiversity at the local level. In this role, he led the creation of Kick's strategic vision, mission statement and values, recruited the first team members, and put in place the operational tools necessary for scale-up. Under his leadership, program implementation started in four towns in Belgium.

In addition to his professional activities, Grégor has always been involved in organizations serving society. He is currently a columnist for the daily newspaper L'Echo and a board member of the Bernheim Foundation, the Queen Mathilde Fund and The Shift asbl. He has co-founded and served as a board member of several organizations, including Oxyjeunes/Hydrojeunes and Actions Birmanie. During his university studies, he was involved in the student movement and led the Fédération des Etudiants Francophones for a year.