

Curriculum vitae

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(Executive) Coach & Mentor

Development of individuals, teams and organizations is my passion and the common thread in my professional life. My coaching and mentoring focuses on executives, directors, entrepreneurs, leaders of startups, scale-ups, multinationals, private business and government, nationally and internationally. I am internationally accredited (EMCC) as a Senior Coach. In addition to commercial activities, I offer coaching to cancer patients and their loved ones using the Positive Health method. I work in Dutch, English and German.

Professional work experience

(Executive) coach and mentor

April 2018 - present

- Own coaching practice
- Trainer/House Coach - Ministry of Justice, DJI

Interim HR-Manager and Coach

Twyns, platform for urban enforcement and supervision

September 2017 – April 2018 (8 months)

Coach of the two founders and development of HR policy and processes until the arrival of new investor/CEO, www.twyns.com

Interim HR-Manager

Reachlocal, "simplifying local marketing"

December 2016 – August 2017 (9 months)

Supporting the phasing out of online marketing practice in Germany, www.reachlocal.com

Coach & consultant

Socrates Consulting & Coaching

June 2016 - November 2016 (6 months)

Selection of clients: Friesland-Campina, Vortex CP, Hatch, Digikala (Iran) online retail

Project Manager

Indicia Automation

January 2016 – May 2016 (5 months)

Developed, organized and guided investor program to Silicon Valley, California with 15 Dutch investors/entrepreneurs, www.indicia.nl.

Interim HR Manager

MWM2, Market Research Agency

January 2015 – December 2015 (1 year)

Set-up of job classification. Development, implementation of HRM market research agency, www.mwm2.nl

Interim HR Director Central & Eastern Europe

Naspers, Global Internet Group

February 2013 – December 2014 (1 year 9 months)

Restructuring HR organization from "country model" to "global business model" and implementation of HRIS Oracle-Fusion. HR team of 14 members, www.naspers.com

Interim HR Director EMEA

Western Digital, Storage devices

April 2012 – March 2013 (1 year)

Replacement of sick HR director. Execution of the HR function and introduction of new training courses and coaching. Lead HR team of 4 people in the UK, www.wdc.com.

Interim Director Training & Development

Laureate International Universities, Online Education

March 2011 – February 2012 (1 year),

Development Training & Education Strategy, Learning team of 5 people and developed a Sharepoint knowledge and learning system, www.laureate.net.

Interim Managing Director

e-Learning for Kids Foundation

March 2009- February 2011 (2 years)

Charity that creates free e-learning education and distributes it online for children aged 6 to 12. Many millions of users per year. Tasks: fundraising and the development of 300 e-learning Mathematics lessons, www.e-learningforkids.org.

Senior HR Director EMEA

Quest Software, IT Management

April 2002 – March 2009 (7 years)

HR strategy and HR team developed to 14 people. Helping to achieve growth of more than 400%. Assisted in five acquisitions. In 2007 also responsible for Asia, www.quest.com.

Senior HR Director EMEA**Deloitte Consulting, SAP implementations****April 1996 – July 2001 (5 years 4 months)**

HR function and team built. Growth from 450 to 3500 consultants, EMEA HR team grown from 3 to 8, functional HR team EMEA 26 members. SAP and Saba implementations HRIS and T&D, www.deloitte.com

HR- and Learning Consultant, Trainer/Coach**Socrates Consulting****November 1987- April 1996 (8 years 6 months)**

Clients include: Accountview, De Baak, Siemens-Nixdorf, ABN*AMRO, Hogeschool Holland, IMK/Kvkl, Codia, Nieuw Elan, Afra-Boddaert, Textielgroep Twente, Technische Universiteit Twente, Boertien & Partners, Municipality of Amsterdam, Royal Wöhrmann, Debussy.

HR Manager**AT&T and Philips Telecommunications****May 1984 – October 1987 (3 years 6 months)**

MD, Recruitment & Selection and Management Information as main tasks, www.philips.com

TRAINING and development

- Diploma Gymnasium Felisenum Velsen, 1971-1977
- Master's degree in Public Administration from the Technical University of Twente in 1985
- Bachelor's degree in Philosophy from the University of Amsterdam, 1982
- Certified Lecturer in Strategic Leadership Development, MRG, Maine USA, 1999
- Certified Lecturer "Saville Consulting Wave", Manchester, 2011
- Accredited Executive Coach at Ashridge Business School, 2016
- Accredited by EMCC Global as a Senior Practitioner Coach
- Accredited Partner of Management Drives, 2018
- Certified as Positive Health Coach, 2018
- Masters (MSc.) Executive Coaching at Hult/Ashridge Business School, 2024

Specific educational experience

2020 - present: Chairman of the Supervisory Board of a private HBO in Amsterdam;
 2015 - 2021: Business advisor at 1st year entrepreneurial project AMSIB/HvA;
 2011 - 2012: Director of T&O at online Higher Education Institute Laureate Universities;
 2009 - 2011: Director of the "e-Learning for Kids" Foundation. Developed an online curriculum in Mathematics;
 2005 - 2014: Examiner HRM graduates at the AUAS;
 2002 - 2003: Publication of articles on E-learning in Dutch education;
 1997 - 2016: Chairman of the Board of The New School for Information Services Foundation;
 1991 - 1997: Lecturer at Twente School of Management/Twente University;
 1990 - 1995: Project leader for retraining for higher educated people at De Baak and Stichting Pion;
 1990 - 1997: Member of the Field Advisory Board of the MER at the Hogeschool Holland;
 1989 - 1992: Lecturer and Study Leader HRM at the Hogeschool Holland;
 1980 - 1990: Chairman of the Alumni Association of Own High School (Gymnasium Felisenum);

1978 - 1981: Teaching Assistant Professor of Philosophy at the Technical University of Twente;
1978 – 1980: Tennis coach at the Technical University of Twente

Special Skills & Activities

- Languages: Dutch, English and German fluent, French moderate
- Publications: "E-learning and Dutch Education", e-Learning Magazine, April/May 2002 and "After the first wave", IK-magazine, February 2003;
- "What to do with Kevin" column about TBS Care conference in "The Psychologist", 2022
- Chairman of the Supervisory Board of Private Universities of Applied Sciences, since 2020
- Board member of the Pluk de Dag Foundation, care for cancer patients, since 2017

References on request