

Maarten van Walsem | +31 6 226 07 012 | maartenvanwalsem@gmail.com | [LinkedIn](#)

Personalia April 01 1958 | Heemstede | Certified Change Management Master (C.C.M.M.)

Experience Management (> 25 year) | Change Management (> 20 year) |
Project Management (> 30 year)

Competences Clear | Direct | Connecting | Result-oriented | Coaching | Quality conscious |
Negotiator

Job Areas: cGMP – GACP | ICT | Sales | Marketing | Communications | Logistics
Financial background

Branches: Care | ICT | FMCG | Pharma | Production | Trade

Countries Netherlands, Germany, France, United Kingdom, Vietnam, Jordan, Lebanon and Suriname



Additional Information

Clear communicator, directly dealing, work systematically, connecting people and organizations, strong result-oriented, researching and listening, coaching leadership style as basic attitude but used to use different styles depending of the situation, strong negotiator. Independently working in collaboration with internal and external parties. Stress-resistant in mostly difficult and complex situations. Leading +100 employees in functional areas ICT, Marketing, Sales, Production Planning, Logistics and Finance. Extensive Human Resources experience (recruiting, coaching, competences and assessment) and organization redesign and (re)structuring.

| Employer | Job | Period |
|---|---|-------------------------------------|
| Interim Manager Freelance, entrepreneur (IBE, ICC Consultancy, Hema, VSM) | Change Manager, Project Manager, ICT, Management Board, ICT, Marketing, Organization development, Finance and logistics. Branches: Care, Internet, FMCG, Pharma, Trade. | 2008-present |
| VSM Geneesmiddelen bv | Program Director/ New business Marketing & Sales Manager/Board Manager Logistics/Project Manager/MT | 2005-2008 1999-2005 1996-1999 |
| Inter Access bv | Commercial Manager/MT | 1994-1996 |
| Digital Equipment bv | New Business Account Manager Program Manager Software Applications (Digital Service Award, best service employee Digital Equipment bv) | 1992-1994 1990-1992 |
| Bull Nederland NV | Project Manager Applications | 1985-1990 |
| Dechesne, van den Boom en Co. | Assistant Accountant | 1984-1985 |

| Volunteer work | Explanation | Period |
|---|--|--|
| Business & Society (NGO) | Coach for children in difficult situations | 2017-present |
| Stem in De Stad Haarlem (NGO) | Help for the homeless people | 2008-present |
| Beleggingsclub 't Aerdsche Rijck | Chairman | 2005-present |
| Football club Koninklijke H.F.C., Haarlem | Production Musical (125 and 130-year of existence) Vice President board (Communication) | 2004 en 2009 2014-2016 |
| Hockeyclub Rood-Wit, Aerdenhout | Coaching youth hockey teams, Category leader Manager women's team 1, Hockey Club Red-White Co-Organiser Play-off games | 2002-2013 2013-2014 2010 en 2011 |

| Institute | Educational Program | Period |
|---------------------------------|---|------------------------|
| Wagner University | Postgraduate Governance Supervisory directors | 2019-2020 |
| SAP | Project Management (HR, Financials, Logistics, Hana, Cloud, Business One, By Design, S4) | 2007, 2013, 2016 -2018 |
| CMS (inhouse) | Project Management (Intranet, Document Management e.g. Drupal and Wordpress) | 2008-2016 |
| Agile, Scrum, Prince2 (inhouse) | Project and Program Management | 2007-2016 |
| Kaizen, Six Sigma (inhouse) | Lean Management (VSM, Internal) | 2005-2012 |
| Vrije Universiteit, Amsterdam | Postgraduate Change Management (Prof. Mr. Dr. S. ten Have, Prof.Dr. A.J. Cozijnsen) Certified Change Management Master (C.C.M.M.) | 2001-2002 |
| Kern Consult | Balanced Leadership development | 2002 |
| Kern Consult | Project Creativity Management | 1997 |
| Acclivus Corporation | Commercial intensive skills training | 1995 |
| NIMA | Nima A | 1995 |
| Jay Curry | Customer Marketing | 1992 |
| Narrativity | Corporate Storytelling | 1992 |
| Digital Equipment bv | Business Analysis Training II, Digital Business Analysis Training II, Digital | 1991 |
| Haagse Hogeschool, Post-hbo | Information Analysis (University of The Hague (Mention: 'Candidate deserves the designation with honors') | 1990 |
| Business Management School Heao | Business Economics (NIVRA/Accountancy basic) | 1978 – 1981 |
| Talen | Dutch and English | |

| Assignments / Activities | Period / Company |
|--|---|
| Project/Program Management: increasing change readiness and change capacity. Managing large-scale commercial change projects (+100 employees). Setting up Project organization, training and coaching on-the-job. Leading complex Projects. | 2003-present VSM, Hema, Trade, Care, pharma |
| Interim Management: Care, Marketing, Sales and Logistics. Differing Projects: Renewal, redevelopment, contract negotiations, negotiations with OR for reorganization, cultural change, targeted work and temporary replacement management. Core: let people collaborate focused on results. | 2008-present Care, Trade, pharma |
| ICT Management: Process Analysis, Validation, GMP, GDP, ICT (ERP, Knowledge Management), ICT Network Replacement, Workplace Automation, Purchase ERP, Hardware and Software, Reorganization IT Function, Internet Marketing, CMS Development and Implementation (Intranet, Web Platforms, Mobile Apps). | 1990-present Digital, Inter Access, VSM, Trade, Production, Pharma |
| Guided management and top management at change path (from inward to outward facing, from push to pull, community management) | 2005-present ICC, VSM, Trade |
| Crisis management: registration medicines, prevent threat and survival company, ICT Security, ERP implementation Design, development and implementation of sport talents donate community along with bank and multimedia company, fellow investor | 2006, 2010-present 2005-2010 Sport Organization |
| Sales- and Marketing Management. Managing large-scale commercial change projects (+100 employees). Multi-channel concepts (Internet Community Management and Social Media Marketing). | 2000-present VSM, ICC, retail, Pharma, Trade |