

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
Blog SWOT 3.0 DoItQuickAndEasy	Blog about SWOT and new approach: fast, concrete and action-oriented	2020-heden
PUM, VNO-NCW, Foreign Affairs	Executive Committee PUM (management) Intercultural Management Consultant, Pharma, Herbs, GAMP, Sustainable Tropical development	2020-heden 2017-heden
ZZP, Interim-Manager, entrepreneur (IBE Consultancy, ICC Consultancy, Hema, VSM)	Implement changes, project management, management / management, ICT, Marketing, Sales and finance and logistics. Branches: healthcare, ICT, Internet, food, pharma	2008-heden
VSM Geneesmiddelen bv	Program Director / New business Marketing & Sales Manager / Management Head of Logistics / Project Manager / MT	2005-2008 1999-2005 1996-1999
Inter Access bv, Digital Equipment bv, Bull Nederland NV	Commercial manager / MT New Business Account Manager Program Manager Retail Applications (Digital Service Award, Best service employee Digital Equipment bv)	1985-1996
Dechesne, van den Boom en Co.	Assistant accountant	1984-1985

Volunteer work	Explanation	Period
Beleggingsclub 't Aerdsche Rijck Business & Society (NGO)	Chairman	2005-present
Stem in De Stad Haarlem (NGO)	Coach for children in difficult situations	2017-2020
Football club Koninklijke H.F.C., Haarlem	Help for the homeless people	2008-2018
	Vice President board (Communication)	2014-2016
	Production Musical (125 and 130-year of existence)	2004 and 2009
	Member Writers Collective	2001-present
Hockeyclub Rood-Wit, Aerdenhout	Coaching youth hockey teams, Category leader	2004 and 2009
	Manager women's team 1, Hockey Club Red-White	2013-2014
	Co-Organiser Play-off games	2010 and 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