**Maarten van Walsem** | +31 6 226 07 012 | maartenvanwalsem@gmail.com

Info [maartenvanwalsem.nl](https://maartenvanwalsem.nl/), [LinkedIn](https://www.linkedin.com/in/maartenvanwalsem)

Personalia April 01 1958 | Heemstede | Certified Change Management Master

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

Project Management (> 30 year)

Competences Clear | Straight forward | 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

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| EmployerPUM (Management Team)PUM (expert)SWOT 2.0ZZP, Interim-Manager, entrepeneur(IBE Consultancy, ICC Consultancy,Hema, VSM)VSM Geneesmiddelen bvInter Access bv, Digital Equipment bv, Bull Nederland NVDechesne, van den Boom en Co.  | Job.Management Team (Industry, Trade & Environment)Intercultural Management Consultant, Pharma, Herbals, GAMP, Sustainable developmentSWOT 2.0 new approach: fast, concrete and action-orientedImplement changes, project management, management / management, ICT, Marketing, Sales and finance and logistics. Branches: healthcare, ICT, Internet, food, pharmaProgram Director / New businessMarketing & Sales Manager / ManagementHead of Logistics / Project Manager / MTCommercial manager / MTNew Business Account ManagerProgram Manager Retail Applications(Digital Service Award, Best service employee Digital Equipment bv)Assistant accountant | Period2020-present2017-present2020-present2008-present 2005-20081999-20051996-19991985-19961984-1985 |

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| Volunteer workDiversity TalksThe Nudge Global Imapact ChallengeBeleggingsclub ‘t Aerdsche RijckBusiness & Society (NGO)Stem in De Stad Haarlem (NGO)Football club Koninklijke H.F.C., HaarlemHockeyclub Rood-Wit, Aerdenhout | ExplanationSupervisory BoardCoach young (international) startupsChairmanCoach for children in difficult situationsHelp for the homeless peopleVice President board (Communication) Production Musical (125 and 130-year of existence)Member Writers CollectiveCoaching youth hockey teams, Category leaderManager women's team 1, Hockey Club Red-WhiteCo-Organizer Play-off games | Period2023-present2017-present2005-present2017-present2008-20182014-20162004 and 20092001-present2004 and 20092013-20142010 and 2011 |

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| InstituteMetaStory InstituutBellingcatWagner UniversitySAPCMS (inhouse)Agile, Scrum, Prince2 (inhouse)Kaizen, Six Sigma (inhouse)Vrije Universiteit, AmsterdamKern ConsultKern ConsultAcclivus CorporationNIMAJay CurryNarrativityDigital Equipment bvHaagse Hogeschool, Post-hboBusiness Management School HeaoTalen | Educational ProgramPost-HBO Fighting Human TraffickingWorkshop VerificationPostgraduate Governance Supervisory directorsProject Management (HR, Financials, Logistics, Hana, Cloud, Business One, By Design, S4)Project Management (Intranet, Document Management e.g. Drupal and Wordpress)Project and Program ManagementLean Management (VSM, Internal)**Postgraduate Change Management** (Prof. Mr. Dr. S. ten Have, Prof.Dr. A.J. Cozijnsen)Certified Change Management Master (C.C.M.M.)Balanced Leadership development Project Creativity ManagementCommercial intensive skills trainingNima ACustomer MarketingCorporate StorytellingBusiness Analysis Training II, Digital Business Analysis Training II, Digital**Information Analysis** (University of The Hague (Mention: ‘Candidate deserves the designation with honors’)**Business Economics** (NIVRA/Accountancy basic)Dutch and English | Period202220212019-20202007, 2013, 2016 -20182008-20162007-20162005-20122001-2002200219971995199519921992199119901978 – 1981 |

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| Assignments / Activities**Director:** management positions (Logistics, production, ICT, Projects). Guiding board and top management in change processes, community management).**Interim Management**: Care, Marketing, Sales and Logistics.Renewal, redevelopment, contract negotiations, negotiations with OR for reorganization, cultural change, targeted work and temporary replacement management. **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.**ICT Management**: Process Analysis, Validation, GMP, GDP, ICT (ERP, Knowledge Management), Purchase ERP, Hardware and Software, Reorganization IT Function, Internet Marketing, CMS Development and Implementation (Intranet, Web Platforms, Mobile Apps).**Guiding (top) management** at change path (from inward to outward facing, from push to pull, community management)**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**Sales- and Marketing Management**. Managing large-scale commercial change projects (+100 employees). Multi-channel concepts (Internet Community Management and Social Media Marketing). | Period1994 - present1994 - present1990 - present1985 - present2005 - present2006, 2010-20152000 - 2020 |