**Maarten van Walsem** | +31 6 226 07 012 | [maartenvanwalsem@gmail.com](mailto: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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| Employer  PUM (Management Team)  PUM (expert)  SWOT 2.0  ZZP, Interim-Manager, entrepeneur  (IBE Consultancy, ICC Consultancy,  Hema, VSM)  VSM Geneesmiddelen bv  Inter Access bv, Digital Equipment bv, Bull Nederland NV  Dechesne, van den Boom en Co. | Job  .  Management Team (Industry, Trade & Environment)  Intercultural Management Consultant, Pharma, Herbals, GAMP, Sustainable development  SWOT 2.0 new approach: fast, concrete and action-oriented  Implement changes, project management, management / management, ICT, Marketing, Sales and finance and logistics. Branches: healthcare, ICT, Internet, food, pharma  Program Director / New business  Marketing & Sales Manager / Management  Head of Logistics / Project Manager / MT  Commercial manager / MT  New Business Account Manager  Program Manager Retail Applications  (Digital Service Award, Best service employee Digital Equipment bv)  Assistant accountant | Period  2020-present  2017-present  2020-present  2008-present  2005-2008  1999-2005  1996-1999  1985-1996  1984-1985 |

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| Volunteer work  Diversity Talks  The Nudge Global Imapact Challenge  Beleggingsclub ‘t Aerdsche Rijck  Business & Society (NGO)  Stem in De Stad Haarlem (NGO)  Football club Koninklijke H.F.C., Haarlem  Hockeyclub Rood-Wit, Aerdenhout | Explanation  Supervisory Board  Coach young (international) startups  Chairman  Coach for children in difficult situations  Help for the homeless people  Vice President board (Communication)  Production Musical (125 and 130-year of existence)  Member Writers Collective  Coaching youth hockey teams, Category leader  Manager women's team 1, Hockey Club Red-White  Co-Organizer Play-off games | Period  2023-present  2017-present  2005-present  2017-present  2008-2018  2014-2016  2004 and 2009  2001-present  2004 and 2009  2013-2014  2010 and 2011 |

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| Institute  MetaStory Instituut  Bellingcat  Wagner University  SAP  CMS (inhouse)  Agile, Scrum, Prince2 (inhouse)  Kaizen, Six Sigma (inhouse)  Vrije Universiteit, Amsterdam  Kern Consult  Kern Consult  Acclivus Corporation  NIMA  Jay Curry  Narrativity  Digital Equipment bv  Haagse Hogeschool, Post-hbo  Business Management School Heao  Talen | Educational Program  Post-HBO Fighting Human Trafficking  Workshop Verification  Postgraduate Governance Supervisory directors  Project Management (HR, Financials, Logistics, Hana, Cloud, Business One, By Design, S4)  Project Management (Intranet, Document Management e.g. Drupal and Wordpress)  Project and Program Management  Lean 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 Management  Commercial intensive skills training  Nima A  Customer Marketing  Corporate Storytelling  Business 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 | Period  2022  2021  2019-2020  2007, 2013,  2016 -2018  2008-2016  2007-2016  2005-2012  2001-2002  2002  1997  1995  1995  1992  1992  1991  1990  1978 – 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). | Period  1994 - present  1994 - present  1990 - present  1985 - present  2005 - present  2006, 2010-2015  2000 - 2020 |