

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

Info maartenvanwalsem.nl, [LinkedIn](#)

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

Employer	Job	Period
Diversity Talks	Supervisory Board, diversity, equality of opportunity	2022-present
PUM (Management Team)	Management Team (Industry, Trade, Health, Hospitality, Marketing, Management)	2020-present
PUM (expert)	Intercultural Management Consultant, Pharma, Herbs, GAMP, Sustainable development	2017-present
SWOT 2.0	SWOT 2.0 new approach: fast, concrete and action-oriented	2020-present
The Nudge Global Impact Challenge	Coach young (international) startups	2017-present
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-present
VSM Geneesmiddelen bv	Program Director / New business	2005-2008
	Marketing & Sales Manager / Management	1999-2005
	Head of Logistics / Project Manager / MT	1996-1999
Inter Access bv, Digital Equipment bv, Bull Nederland NV	Commercial manager / MT	1985-1996
	New Business Account Manager	
	Program Manager Retail Applications (Digital Service Award, Best service employee Digital Equipment bv)	
Dechesne, van den Boom en Co.	Assistant accountant	1984-1985

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

Institute	Educational Program	Period
MetaStory Instituut	Post-HBO Fighting Human Trafficking	2022
Bellingcat	Workshop Verification	2021
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 1978 – 1981
Business Management School Heao Talen	Business Economics (NIVRA/Accountancy basic) Dutch and English	

Assignments / Activities	Period
Director: management positions (Logistics, production, ICT, Projects). Guiding board and top management in change processes, community management).	1994 - present
Interim Management: Care, Marketing, Sales and Logistics. Renewal, redevelopment, contract negotiations, negotiations with OR for reorganization, cultural change, targeted work and temporary replacement management.	1994 - present
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.	1990 - present
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).	1985 - present
Guiding (top) management at change path (from inward to outward facing, from push to pull, community management)	2005 - present
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, 2010-2015
Sales- and Marketing Management. Managing large-scale commercial change projects (+100 employees). Multi-channel concepts (Internet Community Management and Social Media Marketing).	2000 - 2020