

RESUME DRS. V. VERONIQUE KILIAN

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OVERVIEW OF PROJECTS

BUREAU MEDELANDERS

6/'05 – 1/'07

TRAINER, RESEARCH, COACH TRAINING AND COACHING DUTCH WOMEN OF FOREIGN ORIGIN TO A BOARD POSITION. ORGANIZING, EXECUTING AND WRITING RESEARCH ABOUT THE TARGET GROUP. DESIGNING COACHING PROGRAM. SELECTING PARTICIPANTS.

DIVERSE REINTEGRATION SERVICE OFFICES

9/'03 – 10/'05

REINTEGRATION CONSULTANT INTERVIEWING CLIENTS WHO ARE JOBLESS, TRAINING AND COACHING THEM FOR THE RIGHT JOB, WRITING PROPOSALS AND REPORTS FOR GOVERNMENT AND OBTAINING FUNDING

HOGESCHOOL BRABANT BEDRIJFSOPLEIDINGEN

2/'00 – 6/'02

TRAINER SKILLS FOR PERSONNEL MANAGEMENT, RESPONSIBLE FOR DESIGNING TRAINING MATERIALS, TEACHING AND FACILITATING TRAINEES TO DEVELOP THEIR SKILLS FOR PERSONNEL MANAGEMENT; SUBJECTS: HIRING & FIRING, YEARLY REVIEWS, APPRAISAL, CAREER TALKS, INTEGRATION AFTER ILLNESS, COMMUNICATION STYLES, ADVISORY SKILLS.

BALANS, WONEN EN WERKEN

9/'01 – 6/'02

PERSONNEL ADVISOR COACHING OF SUCCESSOR, FACILITATING A REORGANISATION: CO-DESIGNING PLANS, COORDINATION OF NEW JOB DESCRIPTIONS, PERSONAL DEVELOPMENT PLANS, INTERNAL AND EXTERNAL APPLICATIONS FOR NEWLY CREATED JOBS, CO-NEGOTIATOR IN NEGOTIATIONS REGARDING SOCIAL STATURE. REPORTING TO DIRECTOR.

ABN AMRO CUSTOMER CONTACT CENTER

1/'01 – 4/'01

COORDINATOR RECRUITING SERVICE DESK, RESPONSIBLE FOR RECRUITING, SCREENING AND HIRING AGENTS FOR SERVICE DESK, REPORTING TO CALL CENTRE MANAGER, REPORTING WITHIN OSD (PROJECT CALLED "OPTIMALISATIE SERVICE DESK").

ABN AMRO CUSTOMER CONTACT CENTER

5/'00 – 12/'00

PERSONNEL ADVISOR, RESPONSIBLE FOR IMPLEMENTATION OF CENTRAL HR POLICY, RESPONDING TO MANAGEMENT QUESTIONS ON HR MATTERS, RECRUITING, SCREENING AND HIRING SUPERVISORS AND AGENTS, OUTLINING POLICY BASED ON HR INDICATORS.

HERBALIFE INTERNATIONAL OF EUROPE - NETHERLANDS BRANCH

8/'00 – 12/'00

CONSULTANT HR PROJECTS, RESPONSIBLE FOR DESIGNING AND PROPOSING POLICY ON YEARLY REVIEWS, DESIGNING AND PROPOSING POLICY ON CHILD CARE AND WORKING PART TIME ACCORDING TO NEW INTRODUCED LAW.

LANDELIJKE ORGANISATIE VOETVERZORGING

11/'99 – 5/'00

COMMUNICATION CONSULTANT, FACILITATING BETTER QUALITY OF CONTACT WITH MEMBERS, WRITING AND FACILITATING IN-DEPTH RESEARCH FOR MEMBER SATISFACTION, PRESENTATION OF REPORTS, FACILITATING BOARD AND COMMITTEES TO INTEGRATE RESULTS IN FUTURE POLICY.

HERBALIFE INTERNATIONAL OF EUROPE - NETHERLANDS BRANCH

9/'99 - 12/'99

RECRUITMENT CONSULTANT, RECRUITING AND SCREENING MIDDLE AND HIGHER MANAGEMENT, WRITING JOB DESCRIPTIONS, WRITING ADVERTISEMENTS FOR PUBLICATION IN LOCAL PAPERS, SCREENING AND NEGOTIATING WITH RECRUITING COMPANIES, CONDUCTING INTERVIEWS.

RABOBANK NEDERLAND, DEP. CRISIS MANAGEMENT AND FRAUD PREVENTION

1/'99 – 8/'99

SECRETARY, RESPONSIBLE FOR IMPLEMENTATION OF NEW VERSION SOFTWARE, SUPPORTING PROJECT LEADER: MONITORING PLANNING, PREPARING GATHERINGS, MONITORING COMMUNICATION, WRITING NEWSLETTERS, ORGANISING TRAINING FOR END-USERS, WRITING REPORTS FOR STEERING GROUP, MONITORING DOCUMENTATION OF PROJECT.

NPI/INSTITUUT VOOR ORGANISATIE ONTWIKKELING

9/'97 – 7/'98

JUNIOR CONSULTANT, PROJECT I: IMPLEMENTATION OF NEW SYSTEM OF INFORMATION EXCHANGE IN AN INSTITUTION FOR MENTALLY DISABLED CHILDREN: OUTLINING SYSTEM, CREATING SUPPORT BY TEAM LEADERS AND END-USERS, LAUNCHING USE OF SYSTEM WITHIN ORGANISATION, WRITING AND FACILITATING GAME (TOOL FOR TRAINING) FOR END-USERS, WRITING END-REPORT.
PROJECT II: COACHING-ON-THE-JOB FOR MANAGERS IN A CATERING COMPANY FOR HEALTH CARE INSTITUTIONS, GERMANY. COACHING SUBJECT 1: MORE CLARITY IN STYLE OF LEADERSHIP TO TEAM; COACHING SUBJECT 2: MORE COACHING IN STYLE OF LEADERSHIP.

LANDELIJKE ORGANISATIE VOETVERZORGING

8/'96 – 8/'97

JUNIOR CONSULTANT, ANALYSING CURRENT ORGANISATION AND DESIGNING NEW ORGANISATIONAL STRUCTURE, FACILITATING COMMITTEE TO RECRUIT AND SCREEN NEW BOARD MEMBERS, CONDUCTING INTERVIEWS, DESIGNING AND FACILITATING WORK CONFERENCE VISION 2001, WRITING END-REPORT.

KONINKLIJK INSTITUUT VOOR DE TROPEN (KIT)

01/'93 – 12/'94

INITIATE AND EXECUTE RESEARCH ABOUT EXPERIENCES OF DUTCH EXPATRIATE MANAGERS WORKING IN ITALY, FOUND RESPONDENTS: EIGHT DUTCH LOCAL MULTINATIONAL COMPANIES IN ITALY, DESIGNING RESEARCH PROGRAM, CONDUCTING QUALITATIVE INTERVIEWS, WRITING TWO THESIS REPORTS (ONE RESEARCH REPORT, ONE REPORT ON CURRENT LITERATURE), GIVING INFORMATION AND TRAINING TO DUTCH EXPATRIATES TO BE SENT TO ITALY (WITHIN KIT BUSINESS INFORMATION TRAININGS).

EXTRA-CURRICULAR ACTIVITIES

PRESIDENT YOUNG SIETAR (10/'93 – 10/'97) , A NETWORK FOR YOUNG PROFESSIONALS IN THE FIELD OF INTERCULTURAL MANAGEMENT: WRITING POLICY PLAN, PRESENTING AND LOBBYING AT EUROPEAN CONGRESSES, RECRUITING AND COACHING YOUNG SIETAR TEAM, ORGANIZING WORKSHOPS ABOUT INTERCULTURAL COMMUNICATION, FOUNDED SYNERGY FOUNDATION TO ESTABLISH FIRST FOUNDING CONGRESS, ORGANIZING CONGRESS 'WHERE CULTURES CONNECT' IN AMSTERDAM TO LAUNCH YOUNG SIETAR OFFICIALLY.

WEBSITE: WWW.YOUNGSIETAR.ORG

FOR RECENT INTERNATIONAL WORKSHOPS GIVEN AT YOUNG SIETAR: SEE WWW.K-TDYNAMICS.NL, PAGE INTERNATIONAAL

FOCALISER EARTH STEWARDS NETWORK (ESN), (7/'99 – 7/'00), ORGANIZING 10TH INTERNATIONAL OPEN-SPACE CONFERENCE, IN THE NETHERLANDS: CREATING A SYNERGISTIC TEAM AS A BASIS FOR AN EFFICIENT ORGANISED CONFERENCE, WHICH GIVES A HOME SPACE FOR PARTICIPANTS TO GIVE AND ATTEND WORKSHOPS ABOUT PERSONAL GROWTH.

WEBSITE: WWW.EARTHSTEWARDS.ORG

FOR INTERNATIONAL WORKSHOPS GIVEN AT ESN : SEE WWW.K-TDYNAMICS.NL, PAGE INTERNATIONAAL

EDUCATION & TRAINING

HIGH SCHOOL: VWO, COMENIUS COLLEGE, HILVERSUM, 1988

UNIVERSITY: GENERAL SOCIAL SCIENCES, UNIVERSITY OF UTRECHT; SPECIALISATION: INTERCULTURAL MANAGEMENT, 1994

RESEARCH SUBJECT: EXPERIENCES OF DUTCH EXPATRIATE MANAGERS IN ITALY; LITERATURE THESIS: INFLUENCING FACTORS ON EFFECTIVENESS OF EXPATRIATE MANAGERS

SCHOOL FOR INNER CHILD WORK, 2000

ENNEAGRAMS, BASIC AND ADVANCED PROGRAM, 2000

GAME OF TRANSFORMATION FACILITATION TRAINING, 2003

TRAIN-THE-TRAINER, BOERTIEN & PARTNERS, 2001

TRAIN-THE-TRAINER, GO, 2004

NEURO LINGUISTIC PROGRAMMING, PRACTITIONER AND MASTER, 2004 – 2006

LANGUAGES

DUTCH	FLUENT
ENGLISH	FLUENT
GERMAN	BASIC SPEAKING