

TALK

Curriculum Vitae

Highlights of professional experience

2008 Interim activities

Company TALK

I have currently started with my own company don't talk let's TALK (TALK), a company in the field of creating awareness to improve sustainable relationships.

Project Watson Wyatt – moving employees

Interim Managing Director, the assignment is to close the Woerden office and organize the move of the thirty employees to other offices in the Netherlands. I have performed this assignment from scratch, from the moment the employees were told that they had to move till the actual date of the move.

Project Watson Wyatt – travel compensation scheme

Interim HR manager, the assignment is to propose a new travel compensation scheme for the employees that have to move from Woerden to other offices.



2002-2007 Activities

Period Buck Heissmann/Watson Wyatt

Project – integration of labour conditions

Manager for the integration of the labour conditions and the definition of new contracts for all 30 Buck Heissmann employees

Period Buck Heissmann

Project - Introduction Lease car contracts

Definition of the contract, get agreement from the board and introduce it to the employees involved.

Project - Introduction 'Levensloop' scheme

Find the most attractive performer, define the contract, inform the employees

Project - Research and implementation of new work, relation and invoice registration system

Screening and implementation of a new invoice system (including work and client registration) to combine several old systems in to one

Project - Renewal of general labour conditions

Screenings of the general labour conditions and adjust them to new law and modernize them in accordance with market habits.

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Project - Renewal of pension scheme

Research on market conform pension schemes, find the appropriate insurer, define the new pension contract, introduction to the employees

Project - Recruitment

Developing and executing a recruitment strategy resulting in the sponsorship of several institutes for actuarial science (universities). Over those years we had a growth from 20 to more than 30 employees, eventually in a 50/50 spread of men and women.

Project – Introducing assessments

Introduction of an assessment system of conversations with your superior twice a year

Project – Organization of workflow management

Organization of internal processes like the delivery of the annual report for pension funds and the working process of international accounting; I also introduced the planning for the existing and new business as well as the organization of client teams.

Project – Introducing code of conduct for IT

Defining and implementing a Code of Conduct for the use of IT material

Project – Organizing management course

Screening, defining and implementing of a management course

Project – Organizing English course

Screening, defining and implementing of an English course

Project – Organizing mentorship for all consultants

Defining and organizing mentorship for all consultants, the aim is to create a high professional level and a sense of entrepreneurship

2001-2002

Period AXA

I was Manager Training & Education (2 subordinates) for AXA in the Netherlands, reporting directly to the managing director for HR in the Netherlands. My budget was approximately 3 mln euro for 1000 employees. In that period I worked on the financial balance of the budget, a good spread and advice on the different courses.

I was participant in the global development team for the third phase of the management program at AXA University, with the focus on client orientation. Besides that I was board member of the pension fund of AXA, employer's side.

Project – Introduction week

Development of an introduction course, this course was a program of a week where all sorts of

people, from CEO to employees from business services did a presentation. Using several games information was introduced in a playful manner. All new employees participated in this course.

1998-2001

Besides being a manager of the team for actuarial research (5 subordinates) I was resource manager for the actuarial departments of AXA in The Hague and Utrecht in the Netherlands. I also was a member of the steering committee of the automation projects for the whole company. I advised the project leaders on the actuarial expertise they needed and discussed with my team their participation in the different projects and monitored the progress in all their activities.

Project – Introduction knowledge program

After the take over of UAP by AXA I developed an actuarial knowledge programme in cooperation with the actuarial staff and worked on the cultural harmonisation of the different actuarial departments.

Project – Harmonization of four pension schemes in accordance with new legislation

Managing a team of actuaries to deliver the new technical structure of a pension scheme conform new legislation and in collaboration with HR and the Labour Counsel, to deliver the professional information and to decide with the board members on the financial implications of the new scheme.

Education

Period	University/college	Discipline	Certificate
2006-2008	RSM, Erasmus University	OneMBA (intern. MBA)	yes
1988-1992	BUOAW/UVA	Actuary	yes
1982-1988	BUOAW	Bachelor	yes
1980-1982	BUOAW	Actuarial calculator	yes
1976-1980	Pedagogic Academy	Teacher primary school	yes
1974-1975	Royal Conservatory	Piano	no
1968-1974	Secondary school	Atheneum A	yes

Courses

Period	Institute	Course	Certificate
1992-2002	Actuarial Institute	various permanent educations (PE)	N/A
1999	AXA University	Change management	yes
1997	AXA University	Management	yes

Summary Professional Experience:

Period	Company	Function
2008-present	TALK	Owner
2008-02	Watson Wyatt	Interim Managing Director
2007-2008	Watson Wyatt	Manager HR & Organization
2002-2007	Buck Heissmann	Manager HR & Organization
2001-2002	AXA	Manager Training & Education
1998-2001	AXA	Manager Actuarial Research and Projects
1990-1998	AXA Leven	Actuarial specialist Group Pensions
1986-1990	Equity & Law	Project leader group pensions
1980-1986	De Bruijn's Bureaux	Actuarial employee and responsible for internal organisation
1975-1976	Het Zilveren Kruis	Employee Accounting

Additional data:

Professional network at LinkedIn.com and alumni network of Rotterdam School of Management, Erasmus University

Date of birth	January 14, 1956
Place of birth	Voorhout, the Netherlands
Nationality	Dutch
Title	Actuary AAG, MBA
Common name	Wim
Civil status	single, two sons (age 22 and 25)