

# CURRICULUM VITAE Wim van Zijp

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Wim van Zijp (1956) leads two Dutch consultancy firms, ZYPHER & PREGO.

ZYPHER is the consultancy firm for organisational change and leadership development by Wim van Zijp.

PREGO is the consultancy firm for large scale organisational change and development by teams of Wim and his Associates.

## **SERVICES**

1. Consultancy on organisation & management
2. Changing & managing organisations
3. Coaching & training managers, directors & staff.

He is specialised in organisational change and development.

Wim is

- business consultant
- programme manager
- management coach.

He often operates as

- interim manager
- project manager
- change manager
- transformation manager.

Wim is looking for entrepreneurs, directors or managers wishing to regain fun in leading their company, project or department or to give it new energy.

## **DEDICATION, UNDERSTANDING & INSPIRATION**

Wim is a mediator, a great analyser and creative in finding solutions. Wim pays personal attention to people & organisation.

The combination of his integral approach & inspiring method makes the difference.

## **EXPERTISE**

For his clients Wim solved complex management & organisational issues. He was architect of business innovations and realised large-scale organisational changes. Wim is an experienced coach.

He managed corporate and governmental departments, projects and programmes. Wim is experienced in governing.

He developed training courses, intervention games and instruction charts, as well as directing a DVD. Wim has a number of publications to his name on project management and leadership.

During congresses, both at home and abroad, Wim gave lectures and workshops, and he has taken chair.

His expertise is on:

- analysis and development of company culture
- balanced score card
- brainstorming, creativity & mind mapping
- brown & white paper sessions
- business cases
- conflict management
- decision making
- development of strategies & scenario's

- evaluating by b's & c's
- governance
- Graves's levels of human existence & Spiral Dynamics
- implementing by inspiring
- innovating & optimising processes
- interventions
- knowledge management
- leadership
- modelling & other NLP techniques
- negotiating
- off shoring
- plateau planning
- quick scans
- reorganisation processes
- team building
- visualising.

## **ASSIGNMENTS**

### **Consultancy**

Wim advised the executive director of both an architectural firm as well as a construction company on business strategy and its realisation. He advised the executive director and the management team of a local bank on leadership and team building.

Wim created a new method of work for the IT department at a healthcare organisation. For a new department at a healthcare company, he planned their team building process, their position within the company and their development strategy.

For a company, he advised the board and several managers on process innovation and management. He advised a services company on their quality improvement program. Wim advised the manager on a complex innovation program for an organisation within the healthcare sector.

Wim analysed the possibilities on improving the budget management of a ministry.

### **Counselling and coaching**

Wim guided a company through the splitting up and reorganisation processes.

Wim advised and coached the executive director of a training institute. He guided the board of this institute on their Balanced Score Card implementation and he advised the HRM manager on the communication strategy of his department. Wim counselled the board to gain professionalism. He facilitated the team building process, the (decision) making of their business plan international services and the verification of their long-range plan and its implementation.

Wim guided a management team of a healthcare organisation through the process of decision making for the necessary process of reorganisation. He facilitated the board and a committee of an employers association on their decision making process and their brainstorming sessions.

For a couple of years, Wim trained both line and (senior) project managers of an IT company and introduced further professionalism among these managers. For many years, he taught project management to master students at the Free University in Amsterdam and at some institutes for professional training. He received very high scores on content, quality, and student satisfaction.

### **Projects and programs**

For a services company, Wim was programme manager in the off shoring of over 150 jobs. The programme consisted of a number of projects for process description and

optimisation, education and transition, housing, facility management and information technology, knowledge management and governance, risk management and communication. The staffing, both dismissal and recruitment, was organised separately. This huge program was realised within the given constraints and to client's satisfaction.

Wim was temporary HRM manager for a huge training institute. In total, his service centre counted almost 50 employees.

Wim designed and supervised the implementation of a new, customer based approach (both operation and IT) to combat fraud on request by a major social security agency. He ensured cooperation between the various parties in the social security chain.

For implementing new IT and transforming internal processes in an association, Wim wrote the master plan and negotiated with internal parties.

At a social security agency, Wim optimised the work process, adjusted the organisational structure and implemented the concept of teamwork. All goals with regard to performance improvement are met.

After a quick scan, Wim optimised both the management and work processes of a pension fund. He advised on the information management strategy and on the reorganisation of the HRM department. Both, effectiveness and efficiency of this fund strongly approved.

On request by a major software company, Wim initiated, tested and implemented a new approach on e-business projects.

For a social security agency, Wim boosted new live into a business innovation and IT project stranded by lack of communication with the projects users. Wim was programme manager. His approach led to a widely accepted design, new found trust and total commitment from both the users and the board. Within 14 months, his team of 80 professionals and users realised an innovated and standardised operation process, including the governance, the quality control and 10 new applications connected to the legacy systems. This was his first project using the integral approach and inspiring method.

On request by an international services company, Wim initiated a project for the realisation and implementation of their websites. He implemented the knowledge management system and organised the knowledge management organisation.

Wim was project manager on implementing an ERP and planning system at a major industrial company. Wim directed the decision makers through the process of constructing and fine tuning their business governance model. He transformed the approach and the organisational structure of a large joint venture project.

For an international company, Wim transformed a major package implementation project, which surged on the brink of cancelling. He reorganised the project, enhanced the performance of the project teams, reconnected the logistic and finance department and regained the client's trust.

As project manager, Wim changed the attitude of the IT department in a large industrial company. Within four months, both communication and cooperation between the IT department and her internal clients improved significantly.

For a services company, Wim was adviser and project manager on the implementation of management skills and techniques.

On request by an industrial company, Wim was project manager on the design of the product guidance system for a new production line.

## **CLIENTS**

Wim was assigned by Accounting Plaza, AGIS, AINO, CINOP, CWI, CWI Academy, De Omring, Den Dubbelden, Dutchtone, EU, GAK, Hajé, Hans Bakker, Hoeso, Hoogovens,

ISBW, KPMG, KPN, Logica, a ministry, NAVO, NIZW, NVVK, NVVO, Oracle, Pentascope, Philips, Philips Semiconductors, PUR, Rabobank, ROC, SDB, Transfer Solutions, UWV, VeranderVisie, VNG, VNO-NCW and a Water Board.

These organisations represent several lines of business: Associations, Construction, Corporate Services, Education and Training, Finance, Government Administration, Healthcare, Information Technology, Industry, Internationals, Pension Funds, Restaurants and Social Security.

## PRODUCTS

Wim directed the interactive DVD *Moliere*.

## PUBLICATIONS

His publications are

- *The Pearls* (1999)
- *Projectmanagement, Modellen uit de praktijk* (1992, in Dutch only).

## CARREER

Wim owns two consultancy firms, ZYPHER B.V. (1999) en PREGO B.V (2009).

Wim was

- co-owner and managing partner of PREGO Performance Improvement (1999-2008)
- senior manager at KPMG Consulting (1996-1999)
- project manager, consultant, trainer and unit manager at Pandata, Cap Gemini Pandata and Cap Volmac (1986-1996)
- unit manager at Dutch Post Office and Telecom Board (1983-1986)
- unit manager at Statistics Netherlands and secretary for an advisory committee to the Central Commission for Statistics (1981-1983).

Wim gave tutorials in Mathematics and Computer Science at Leiden University (1978-1980).

## EDUCATION

Wim graduated on Mathematics and Physics (Leiden University 1974-1981) and holds academic degrees in Astronomy (Leiden University 1974-1977) and Economics (Erasmus University Rotterdam 1985-1986).

He was educated and held classes in management and leadership, in communication and creativity, and in information technology and change management. Wim is NLP master and an expert on Graves's levels of human existence.

Wim is qualified Gymnasium  $\beta$  (Murmellius Gymnasium Alkmaar 1968-1974).

## HONOURS AND AWARDS

Wim is *JCI Senator* (1994).

He received the *Trainers Award* from JCI the Netherlands (1991).

## CONTACT

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