



Willem E.A.J. Scheepers MBA

Personal Profile / Personal Attributes

- Experienced, result oriented manager with: sales, customer service, business administration & transformation, and people management capabilities and skills.
- Articulate and persuasive team builder with abilities to;
 - Clearly translate and communicate objectives and policies
 - Motivate and support individuals and teams to achieve set targets
 - Build and sustain interpersonal and intern team trust , required to create a positive and motivating working environment
- Honours degree in Business Transformation and Professional Development.
- Up to date skills in PC and internet related technologies
- Fluent in Dutch (native) and English, adequate in German, reasonable in French.

Experience

- Over 25 years proven expertise in various fields ;
 - 20 years in sales of financial services
 - 20 years in business development & transformation
 - 10 years in business consultant, a.o. on strategic HRM
 - 10 years in people coaching on managerial and operational level
- Accountability for P&L, strategic planning, staffing, and sales development etc., for a Triple A international bank, in several regional offices.
- University lecturer since 1998 (ESAA/Erasmus university Rotterdam, NL; Henley Management College Henley-on-Thames, UK; NCOI Business school Hilversum, NL.)

Specialisms

- Change management with focus on people management and related processes
- Coach (e.g. management development at PHILIPS and Royal Dutch Air Force)
- Consultant, interim manager. (e.g. family owned businesses)
- Approved Investors in People-adviser (NB: liP is an accreditation that provides 'straightforward, proven frameworks for delivering business improvement through people'.)

Achievements

- As bank manager growth in loans within a regional environment: € 25 mio - ultimately € 100 mio.
- As bank manager/change agent the reorganisation of the debt portfolio, with a reduction in loss percentage of 30%.
- As bank manager/change agent the successful implementation of merging regional offices; twice. Amount of money involved: app. € 160 mio.
- Interim manager within a family owned business; professionalized resulting in growth % of 20% - 40%.
- Successful implementation of "de Investors in People "accreditation within 7 organisations.

- University Lecturer on the subjects of Strategic Human Resource Management, Human Resources Performance Management, Business Transformation, Coaching, Leadership and Consultancy; graded by the students with an A.

Career History

- 11/1977-12/1998 - Manager/several offices/business transformation - RABOBANK/Utrecht, Netherlands - banking
- 09/1996-03/2003 - University Lecturer/MBA students/SHRM, Business Transformation - Henley Management College/Amsterdam, NL. - business school
- 12/1998- present – University Lecturer/post-doc students/Business Transformation, Consultancy - ESAA EURAC/Rotterdam, NL. - business school
- 09/2005- present – University Lecturer/MBA students/SHRM, HRD, Coaching – NCOI/Hilversum, NL. – business school
- 12/1998 – present – self employed/several organisations/business transformation, Investors in People, interim management, family business (international), coaching, management development

Personal ambitions / preferences

- A job that requires Transformational skills as well as People (management) skills.
- Working with (high) Committed Teams in a High Performing Environment; preferably managerial.
- Mobility: Western Europe.
- Ongoing personal development aimed at job commitment and life enrichment

Education and qualifications

- VWO/St. Joris College Eindhoven Netherlands/1977
- Business Economics/IBW/1989/BBA
- Henley Management College/Business Transformation/1996/MBA
- IOD/Professional Development Program/1998/post-doc
- Several qualifications regarding financial services and management.
- Daily updates on subjects regarding my position as tutor/lecturer.

Personal Details

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- willem@willemscheepers.eu
- 09/01/1956
- married
- 3 daughters
- References are available on request
- Further information at www.selfstm.com

Hobbies

- Development; Travelling; 'Blogging'; Golf & ATB; reading & writing.