

Curriculum Vitae Geert-Jan Haveman

Personal Information

Name: Haveman, Geert-Jan
Mailing Address: Brahmstraat 7
4837AD Breda
Netherlands
Phone number: +31610918934
E-mail: [**geertjanhaveman@gmail.com**](mailto:geertjanhaveman@gmail.com)
date of birth: March 26, 1956



Summary

Experience in General and Human Resources Management and Pensions, often in an international context.

Started as a political economist at the Labour Ministry. Subsequently different Line- and Human Resources roles in international companies. Core in Human Resources Management. Started in Industrial relations and Compensation & Benefits, thereafter mainly working in the field of Organizational-, Talent- and Leadership Development.

On several boards as either Executive- or Supervisory Director, including Managing Director SFS+, Member Unilever Netherlands Board, Trustee Pension Funds, (Supervisory) Board Colleges etc.

Education

- Free University Amsterdam: Economics (Drs/MSc)
- Several general management and professional courses

Sabbatical

- April 2016-December 2016. Among other activities Sailed the Baltic Sea during four months

Professional Experience

Haveman, Advies voor Bestuur & Management (2017-.....)

- *Advising on Strategic Human Resources & Organization Management. Helping you to built Leadership Capabilities, both of (top) management-teams and in individual coaching relationships. Overcoming the challenges of integrating companies after International Mergers and Acquisitions. Dealing with cultural differences, getting the most out of diversity.*

TATA Steel (2004-2016)

- Director Organization & Talent Development TATA Steel, Director Human Resources TATA Steel Netherlands BV (2012-2016)
 - *Following severe trust issues in Industrial and Employee Relations in the Netherlands assigned as National HR Director while maintaining the main responsibilities of preceding role for TATA Steel in Europe (excluding Training and Education). Director Learning & Development TATA Steel (2010-2012)*
 - *In 2010 the TATA Steel Europe abandoned the Divisional-/Business Unit Structure and changed into an integral European Company. As Director L&D my responsibilities were: Organizational Development and Talent-, Management- and Leadership Development . Also all Training and Education in Europe through the TATA Steel Academy became part of my responsibilities. The infrastructure of the Academy included three Technical Schools and a Management College (Ashorne Hill) in the Netherlands and the UK. Leadership Development included the responsibility for the Global Leadership Development Program focussing on the top 200 executives of the TATA Steel Group worldwide. TATA Steel includes companies in Europe, the US, India, South East Asia with approx. 80.000 employees. Tata Steel Europe includes companies in Europe and the USA with approx. 30.000 employees. The L&D department had approx. 150 professional staff in Europe and budget of Euro 40 million.*

- Director Human Resources Corus Division Strip Products (2005-2010)
 - *Human Resources Responsibility for the largest Division of TATA Steel. The division included six Business Units in Europe and the US with approx. 22.000 employees. During the largest part of that period the role was combined with that of National HR Director Netherlands. Next to the coordinating role for HR for the Division the main aspects of the role were Organizational-, Management and Leadership Development. In 2007 Corus was taken over by TATA Steel.*

- Director Human Resources Corus Strip Products IJmuiden (CSPIJ), National Humans Resources Director Corus Netherlands.(2004-2009)
 - *Responsibility for all HR in the Netherlands. Corus Strip Products IJmuiden was the largest Business Unit within Corus with approx. 6000 employees. Corus Netherlands included approx. 12000 employees.*

Unilever (1998-2003)

- Director Human Resources and member of the board of Unilever Nederland. (2000-2003)
 - *Responsible for Management Development, Industrial Relations and Reward & Recognition including Expat. Management. (in those days Unilever world-wide had two Chairmen, of which one always Dutch, which increased the significance of the Dutch Management Development Organization. Unilever in the Netherlands included 5 companies, a R&D lab and the Rotterdam Headquarters of Unilever world-wide.*

- Manager Industrial Relations Unilever Nederland. (1998-2000)
 - *Including HR support to the Vice-President Europe Committee. A role which included management of the European Works Council.*

IBM (1993-1998)

- Managing Director Systems Facilities Services BV. (1995-1998)
 - *Company took over IT infrastructure departments of other companies which wanted to outsource their IT. During this period the company grew from approx. 60 to 600 employees.*

- Staff & Operations Manager Human Resources IBM Nederland

Daf Trucks (1987-1993)

- Head of Industrial Relations and Head of General Services (1990-1993)
- Industrial Relations Manager (1987-1990)

Ministry of Labour (1983-1987)

- Deputy Head Legal and Economic affairs of the Department of Collective Labour Relations.

Pensions

- **Pension fund Hoogovens (TATA Steel in the Netherlands) (2004-2015)**
 - Vice Chairman of the Board of Trustees
 - Chairman Finance & Risk Committee
 - Chairman Governance Committee
- **Pension fund Progress (Unilever in the Netherlands) (2000-2004)**
 - Member of the Board of Trustees
- **Disability (pension) fund Daf in the Netherlands**
 - Member of the Board of Trustees

Other roles and responsibilities

- SAB Flexcentre (temporary labour and pay-rolling) (2013-2016)
 - Chairman Supervisory Board
- Ashorne Hill Management College (2005-2015)
 - Governor of the Trust
 - Member Strategy Committee
- World Steel association
 - Member Education & Training Committee
- Stichting Beheer Certificatie-regelingen ARBO (SBCA) (2005-2015)
 - Board-member/ treasurer
- GBIO, fund for education of works council members (2000-2014)
 - Board-member
- SMS, Foundation for Management Studies (1998-2014)
 - Board-member
 - Chairman and member Supervisory Boards several studies
- Dutch Association for Personnel Management (NVP) (2006-2010)
 - Member Advisory Council
- InHolland University of Applied Sciences (2006-2010)
 - Member Supervisory Board
 - Chairman Remuneration Committee
- VNO-NCW, Confederation of Netherlands Industry and Employers (2004-2010)
 - Member of the General Council
 - Member of the Industrial Relations Committee
 - Chairman of the Health & Safety Committee
 - Member Pension Committee
- AWVN, General Employers Association (2000-2004)
 - Member Executive Board