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## EXECUTIVE PROFILE

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### Hans Veenman

FELLOW

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“In our worldwide training sessions we trained more than 300 staff from within my team over 4 years. Hans is a master in asking the right questions, letting you discover what’s important and how to visualise success. He will guide you to the options to get there (often creative), and how to translate those into concrete steps. For all layers of my team including myself, this has been of great value to our efforts to improve our self-reflection, effectiveness and focus.”

**Pieter Schoehuijs**

Chief Information Officer  
AkzoNobel

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“The training sessions Hans organised as part of our cultural change process have raised our entire company to a higher level. An extraordinary achievement, all the more so because it has produced sustainable change from which we (130 people) still reap the benefits today. An excellent job!”

**René Timmermans**

Managing Director  
Pulse Business Solutions

Hans is a Fellow of the Oxford Leadership™. For more than 30 years, Hans has been coaching and training managers around core themes such as motivation, expectations and team behaviour. He guides leaders through the process of implementing change and improving performance by focussing on organisation’s culture and governance. His clients include: ABN Amro, AkzoNobel, KPMG, KPN, Loodswezen, Pensioenfonds Horeca en Catering, Pulse Business Solutions and Uneto VNI. Hans is based in the Netherlands.

Hans has a background in information technology, organisational design and change. To this purpose he coaches managers in their individual roles as well as their teams. He also facilitates workshops and training programmes in leadership, governance, personal and professional skills development, customer focus and team behaviour.

Prior to running his own business, Hans spent 28 years at Atos Consulting (earlier KPMG Consulting) of which 8 years as a partner in the company. He has a vast range of experience with companies from many different industries. As a partner, he was responsible for leading project teams and guiding teams through complex organisational change. His clients and colleagues highly value his people-centred approach.



Hans is a member of the advisory board of Poolz, on the advisory board of Kirkman Company and Friend of Great Place To Work.

**Hans works in Dutch and English.**