

As the Founder and Principal Consultant of October Advice, I am passionate about developing leadership and human potential and am known for my professionalism, commitment to coaching, and deep understanding of the impact of human talent on organisational growth and success. My passion lies in identifying and growing leadership talent and the impact leadership has on inspiring the next generation of leaders to grow and adapt to ever-changing global forces.



### People Focused Solutions

I coach and mentor leaders and others to build confidence, stimulate insights and establish change.



### Organisation Focused Solutions

I set up and help organisations to improve productivity, teamwork, profit and performance.



### Workplace Mediation

I provide expert, impartial and independent mediation and assessment services.

## CAREER HISTORY

### Founder & Principal Consultant | October Advice | The Netherlands and global | 2011 – Present

October Advice is an independent Human Resources consultancy which helps corporate, public and third sector organisations build productive, harmonious workplaces. My clients operate globally, including in active war zones. I wholeheartedly support individuals and leadership teams through strategic and targeted interventions. As a licenced mediator and accredited coach with a track record of resolving complex HR issues, I provide clients with valuable and unique services including:

- Strengths-based executive coaching designed to help good or great performers become even better
- Supporting leaders through change and working with their staff members to achieve appropriate performance
- Mentoring individuals in learning the key skills and competencies needed to achieve their life goals
- Working at board and executive levels to mediate in a wide range of situations where differences arise
- Experience in complex partner and consultancy environments
- Facilitating events such as conferences, strategic planning days, team building and multi-faceted meetings of stakeholders
- Advising and implementing HR structures, policies and procedures within culturally and diverse disciplinary companies
- Leading HR teams within multifunctional matrix organisations at global head offices and various regional hubs
- Designed and implemented performance and competence management policies related to job and salary bandings
- Authored people strategies addressing core values, labour conditions, organisational structures and change culture

A selection of assignments and clients include the following corporate, government and third sector organisations:

- Director of Human Resources and Administration | Save the Children International | South Sudan
- Executive and Management Coach | Mama Cash | Netherlands
- HR Director & Chairperson of the Reorganisation Supervisory Committee | KIT Royal Tropical Institute | Netherlands
- HR and Change Management Interim | Allen & Overy International Law Firm | Netherlands
- Interim HR Project Manager | Eurofiber Digital Infrastructure | Netherlands
- Interim HR Manager | Technical Centre for Agricultural and Rural Co-operation (CTA), European Union (EU) and the countries of the African, Caribbean and Pacific Group of States (ACP) Alliance | Netherlands

Other recent clients and collaborations include FNV, the largest union in The Netherlands, The International Rescue Committee (IRC), Urbancanda, Oxford HR Executive Search, Clintons Solicitors, Metropolitan Thames Valley Housing, The Ethical Property Company, VIDA, Koole Tankstorage UK Ltd.

Individual and executive coaching provided to clients in the UK, Kenya, Yemen, Australia, Indonesia and the Netherlands. I am also one of the regular coaches and a faculty member for the Humanitarian Leadership Academy, a Post Graduate Programme at Deakin University, Australia. I volunteered at Crisis and ran a regular job coach workshop for homeless people in London at one of their offices.

## **Director of Human Resources | Adam Smith International | United Kingdom | 2016 - 2018**

Adam Smith International is an award-winning global consultancy company that delivers impact, value and lasting change through economic growth and government reform in many of the world's most challenging environments. As a member of the executive leadership team, I played a fundamental role leading the delivery of strategic HR programmes and restructuring strategies across the UK, Middle East, Africa, South Asia and Australia during a period of rapid growth and transformation.

- Demonstrated outstanding coordination and communication skills with the ability to engage with multi-cultural talent
- Implemented a human capital management programme with a focus on employee and leadership development
- Grew and supported a team of international and national experts which doubled in size from 125fte to 250fte
- Partnered with business leaders to secure HR services for 2500+ consultants in geographically remote locations
- Provided advice to senior management and the board along with insights and data on HR best practices and global trends
- In response to a destructive reputational crisis, led a redundancy programme (250fte to 95fte) in a highly sensitive, political and public environment

## **SNV Netherlands Development Organisation | 2004 – 2011**

SNV is a not-for-profit international development organisation working in Agriculture, Energy, Water and Sanitation. Operating in 26 countries and employing over 1200 staff, SNV collaborates with governments, local development partners and businesses to improve the lives of over 6 million people each year.

### **Chief HR Officer | Global, based in the Netherlands | 2010 – 2011**

Promoted to lead a global team of 51 HR professionals throughout Netherlands, Balkans, West and Central Africa, East and Southern Africa, Asia and Latin America. Acted as the key adviser to the CEO and executive group on change management and organisational culture development globally. Participated in a strategic task force to address future government funding.

### **Regional Human Resources Manager - Latin America | based in Ecuador | 2008- 2010**

Invited to lead the HR management and change management process to move into a fees for services structure and organizational culture in Central and South America (Bolivia, Colombia, Ecuador, El Salvador, Honduras, Nicaragua and Peru). Formulated regional talent management, succession planning, compensation, and capability development strategies.

### **Regional Human Resources Manager - East & Southern Africa | based in Kenya | 2004 - 2008**

Drawing on my deep knowledge and HR expertise, designed and delivered a regional strategy framework and associated processes compliant with legislative, regulatory and governance requirements across 10 countries in East and Southern Africa (DRC, Ethiopia, Kenya, Mozambique, Rwanda, South Sudan, Tanzania, Uganda, Zambia and Zimbabwe).

## **EARLIER CAREER HISTORY**

- Global HR Business Partner | British Telecom (Global Wholesale Services) | Netherlands, Europe & UK | 2000 - 2004
- Human Resources Training & Development Project Leader | Randstad Nederland BV | Netherlands | 1998 - 2000
- Board Member on the 'Peter van Tilburg' Talent Foundation | Netherlands | 1996 - 2000
- Key Account Manager | Randstad Staffing Services | Netherlands | 1996 - 1998

## **EDUCATION & QUALIFICATIONS**

- Beekeeping, Wageningen | 2021
- EMCC Accredited Coach at Senior Practitioner level, [EMCC register](#) | 2019
- Member of Executives Global Network (EGN) for HR Directors | 2016 - present
- Professional Certificate in Coaching (Hons), Henley Business School, Reading University | United Kingdom | 2018
- Certified (NMI) Mediator, Dialogue BV | Netherlands | 2011
- Certified in Reflector 360 Feedback, PiMedia | 2006
- Certified in PAPI Psychometrics Analytics | 2005
- Bachelor(Hons) Human Resources Management & Organisational Development, Hogeschool de Horst, Netherlands | 1995