

CURRICULUM VITAE

Nicolette Kat

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Bio-note

Nicolette Kat has worked more than 20 years in the training industry. During this period, she has developed and implemented various trainings at PAO Business and Administrative Sciences, currently a part of the Baak Management Studies Institute. For several years afterwards, she worked by an outplacement agency as career coach and job trainer. Her main role was to act as mediator for persons making the transition between being unemployed to working in a new job. Her last assignment she acted as (career)coach/management consultant/trainer at Vergouwen Overduin BV., where she not only acquired major clients but also worked with them to develop and execute several different projects. Clients describe Nicolette as a strategic advisor with whom they can easily exchange thoughts and ideas about the development of people within their organization.

As of 1 March 2011, Nicolette runs and owns KatConsult, an agency for coaching as well as learning & development consultancy. During her last two interim assignments, she was responsible for the development and organization of new and existing leadership projects.

In addition to leadership development Nicolette is specialized in coaching. She regularly publishes on this subject and in 2008 her book “Coaching with a Clear Head” appeared. She is often asked to speak at networking meetings, seminars and workshops in order to give her vision on coaching. Within each organization, she aims to find the ideal mix between available talent and required skills: putting the right people in the right place.

Recent client projects

<i>Project</i>	Various individual coaching projects: <ul style="list-style-type: none">• career coaching• management coaching• personal effectiveness coaching
<i>Clients</i>	CBS, KPMG, De Nederlandsche Bank, Onze Lieve Vrouwen Gasthuis, UWV, ABN Amro, Nationale Nederlanden, various energy companies, etc
<i>Dates</i>	2003 – present
<i>Assignment and results</i>	Central to Nicolette's coaching methods are the discovery of one's talent and the optimization thereof. Several coaching assignments with a variety of topics including the preparation of advisors moving to a management position, career coaching towards a new job, business-minded thinking, political moves, motivating people, remaining yourself and true to character in the position of operations manager, etc.

<i>Project</i>	Global Talent Management Officer a.i.
<i>Client</i>	Friesland Campina
<i>Date</i>	2011-2012
<i>Assignment and results</i>	Program Manager of an international leadership program in collaboration with Ashridge Business School in London. Result: future leaders of FC accelerated in preparation for a Top 200 position within the company. In addition, co-ordination of the identification of potential talent and management of a talent pool.

<i>Project</i>	Designed and realized support for an Expert program for specialists and experts
<i>Client</i>	De Nederlandsche Bank

<i>Date</i>	2011
<i>Assignment and results</i>	DNB, a highly knowledgeable organization, has the ambitions to provide professional development programs not only to managers but also to experts. A politically sensitive program now in its design phase.

<i>Project</i>	Redesign of a leadership program for management potentials
<i>Client</i>	De Nederlandsche Bank
<i>Date</i>	2011
<i>Assignment and results</i>	After redesigning a personal development program for potential managers, a new program has evolved which delivers prospective managers who secure succession.

<i>Project</i>	Developed a Management Development Program for potentials and strong potentials
<i>Client</i>	Dutch Ministry of Economic Affairs
<i>Date</i>	2010
<i>Assignment and results</i>	Two long-term management and leadership projects designed and described in a public tender. Assignment has been contracted and is currently being established and implemented.

<i>Project</i>	HR as Partner in Business
<i>Client</i>	KPMG
<i>Date</i>	2008-present
<i>Assignment and results</i>	Learning program for all KPMG HR consultants. Results: through training, supervision and working in project teams, participants are able to confidently represent themselves as Partner in Business to their clients.

<i>Project</i>	Team development projects within various teams
<i>Client</i>	KPMG, Nationale Nederlanden, Vergouwen Overduin, PWN, etc

Date 2005 – present

Assignment and results Analyze and discuss similarities and differences within a team using the Birkman method. In addition, strategic team development coaching sessions.

Project Further in Coaching: develop a vision and promote quality of coaching

Client Directie Vergouwen Overduin BV

Date 2009 – present

Assignment and results Ensure the quality of Vergouwen Overduin's dedicated coaches through selection processes, quality assessments, establishment of peer/supervision meetings and advancement of internal expertise.
Developed new website www.verderincoachen.nl which provides a database of dedicated coaches along with detailed vision.

Work experience

September 2011-April 2012 Global Talent Management Officer at Friesland Campina

March 2011 – August 2011 Interim policy officer Management Development at De Nederlandsche Bank

January 2008 – May 2008 Interim manager Vergouwen Overduin BV. Supervised 20 professionals

2002- 2011 Senior advisor/coach/trainer at Vergouwen Overduin BV in the Management, Leadership and Change department

1996 -2002 Trainer/advisor at Gijswijt Organization & Education

1993 – 1996 Teacher, job trainer and career coach at the Foundation for Professional Training

1991- 1993 Project leader at the Postgraduate Education Business and Administrative Sciences (later part of the Baak Management Studies Institute)

Education

2008	The trainer as director: one-year training in drama techniques such as psychodrama, voice dialogue and voice drama at the Balcon in Vasse
2007	Master class Transactional Analysis given by Maarten Kouwenhoven in St. Raphael, South France
2002	SIOO Training for Management Consultant specializing in Coaching and Change management
1997 – present	Various advanced Birkman trainings *(including career coaching)
1997	Birkman* Certification Course
1986	Propaedeutic Spanish Language and Literature at Utrecht
1985-1991	Masters in Dutch Language and Literature, specializing in Communication at Utrecht

Publications

- > *Coaching with a clear head*. Publisher Van Duuren Management, April 2008.
- > 'What makes a good coach?' In: *Management Insight*, May 2008.
- > Regular columnist at HR Netwerk.nl

Memberships, licenses, certifications

- > *SIOO General training as consultant*.
- > *Certified Birkman consultant*. The Birkman methodology delivers a detailed profile of someone's personal interests, natural styles (their own effective work style), needs and stress styles (work behavior under pressure) on the job. The method also measures (professional) interests, motivation, needs in the workplace, behavioral styles, occupational preferences and organizational strengths. This method is of great value in career and staff development.