

## Henry H Leerentveld

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Senior executive, broad top-level experience in national and international (interim) management and consultancy in services sectors, mostly related to strategic development, human development and socio-economic policies. Seasoned in organisational change and development. Broad and intense international experience (EMEA).

Non-executive board experience in financial, social and economic services: funds, investments and social security.

Core competences: strategic development and negotiating.

Generalist, knows what to delegate and where to develop own actions. Aims at committing people, listens and sets course towards shared goals and success.

Prefers a dynamic environment, knows the right people and has broad media experience.

Shows and “sells” passion for mission and results.

### KEY CAREER ACHIEVEMENTS INCLUDE:

- Led strategic development, mergers, restructuring and reorganisations in public sector, health care, media and services industry
- Founded global business association in consultancy and established interest advocacy, importantly on EC-level
- Guided (initial) social partnership in Turkey, Croatia, Albania, Eritrea and Uzbekistan
- Developed employment services, social security and (public-private) cooperation in Turkey, Croatia, Palestine, Serbia, Syria and Poland
- Co-founder company in career services
- Privatised, innovated and reorganised public career service
- Created collective bargaining agreements for e.g. 310,000 in National Health Care
- Co-founder of 1.5 billion Euro Pension Fund for 88,000 members

### CAREER HISTORY:

1999 to Date:

Leebel, strategy & management Ltd.

Consultancy and Interim Management projects including:

- Project manager in different EU, ILO, GTZ and UNDP programmes related to human resources - and socio-economic development: Turkey, Croatia, Palestine, Albania (), Eritrea, Serbia, Syria, Uzbekistan, Poland (2003-current)
- “Match maker” in the merger between a market leader in home care services and an institution for elderly people. (2004-2005)
- Interim director HRM for the reorganisation of a government institution becoming independent. (2004-2005)
- Interim manager strategic development company in subsidised labour. (2004)
- Crisis manager in a broadcasting company threatened with bankruptcy (2003-2004)
- Interim director Finance ICT and Facilities, health care sector. (2000-2002)
- Various boardroom consultancy assignments mostly related to strategic development, human resources management, employee relations, reorganisation and flexible employment (1999-present)

**1997 to 1999**

**CHIEF EXECUTIVE OFFICER - Cooperative**

**AOB (Netherlands Bureaus for Education & Career Guidance and Employability, 700 employees)**

- General management - and P&L (€ 35 million)
- Responsible for privatisation and strategic redesign of this high profile service
- Led mission, vision, organisation –process towards business focus
- Executed efficiency and cost reduction program
- Developed and realised merger and strategic alliance with National Employment Service

**1988 to 1997**

**NATIONAL SECRETARY - Association**

**ABVAKABO FNV (Public Sector Trade Union, 330,000 members, 400 staff)**

- Responsible subsidised employment, public employment services and legal service members (Collective bargaining agreements covering 147,000 employees, total negotiable budget € 2.8 billion, average annual contract mutation € 68 million)
- Appointed to coordinate union advisory councils and manage relevant union staff
- Led union delegations in numerous complex shared approach initiatives including:
  - ❑ Ministry of Justice, 37,000 employees, prison system facing capacity problems
  - ❑ Renewal of the Disabled Persons Employment Act 89,000 employees
  - ❑ Privatisation of Public Employment Service 11,000 employees
  - ❑ Developed innovations in subsidised employment covering 46,000 people

**1981 to 1988: Advisor, Junior Secretary, Regional Secretary: ABVAKABO FNV**

## **LANGUAGES:**

- Bi-lingual English and Dutch (level 5)
- German (4)
- French (2)

## **PROFESSIONAL:**

- Chairman [TA Consultants United](#) (2010 – present)
- Associate [Ecorys](#) and [Bernhard Brunhes International](#) (2006 – present)
- Associate [Boer & Croon Strategy & Management Group](#) (2004 – 2010)
- Member Institute of Directors (2002 – present)
- Member of the Supervisory Board – Employability Fund, Disabled Persons (1988-1997)
- Member of the Supervisory Board – [Pension Fund for Workers in DPEA](#) (1990-1997)
- Member – [Special Advice Committee for General Unemployment Policy](#) (1988-1997)
- Member of the Supervisory Board – Social security Fund for Government Services (1988-1996)

## **EDUCATION & COURSES:**

- Post Graduate Executive Management Course - Erasmus University.
- Post Graduate level ICT Management Course
- Post Graduate level Union Representatives Course
- BA Labour Relations – HR - The Hague University

## **PERSONAL DETAILS:**

- Born 25<sup>th</sup> September 1955
- Netherlands nationality