

## CURRICULUM VITAE

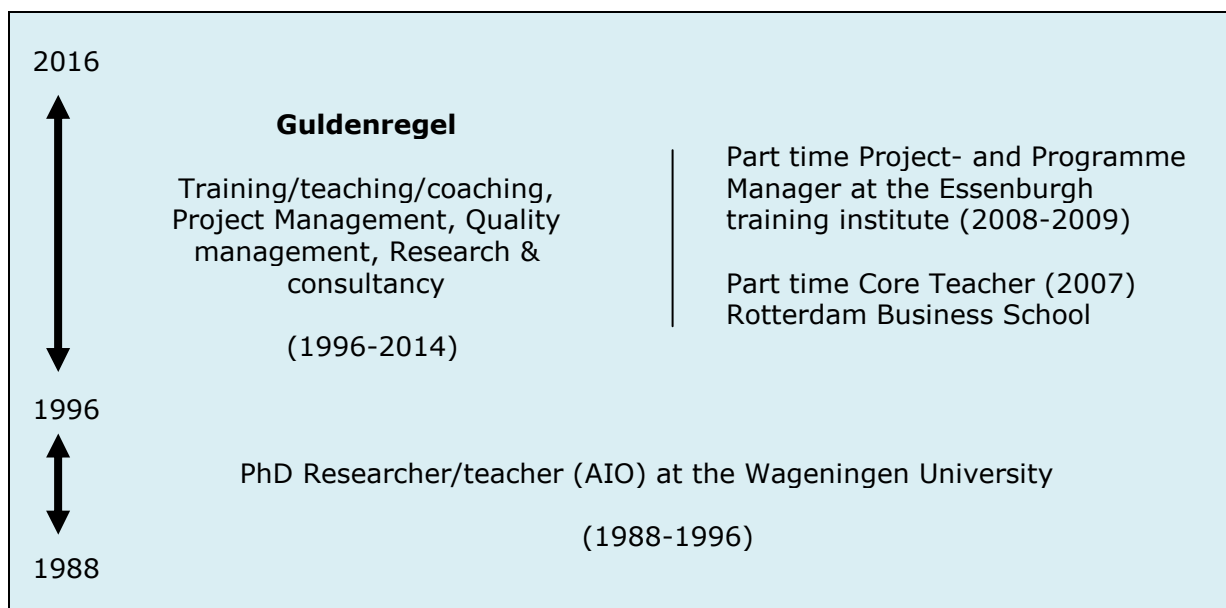
**Ir. S.H. SCHEER PhD**

Family name SCHEER  
First name Steven Hugo  
Date and place of birth 07/18/61, Eindhoven  
Nationality Netherlands  
Current address: Canadasingel 36 - 7207 RP Zutphen  
Tel. : 06-539 28 222

### ***Professional education and training***

- 1988 **MSc degree** in Irrigation and Soil and Water Conservation. Major subjects: Water Management and Communication & Innovation, Wageningen Agricultural University (WAU), the Netherlands.
- 1988-1989 International M.Sc. course *Managing Agricultural Knowledge Systems (MAKS)*, Department of Communication and Innovation, Wageningen
- 1992-1995 Part-time study in applied psychology at the ITIP (Instituut Toegepaste Integrale Psychologie).
- 1996 **PhD degree** Wageningen University. Subject: *Communication between irrigation engineers and farmers: the case of project design in North Senegal*. Promotors: Professor L. Horst (Water Management) and professor N.G. Röling (Communication and Innovation)
- 1996-2016 Continuous professional and personal development through the participation in management and team training courses.
- 2012 Extended course 'Social media for learning and change in networks and organizations'. As a part of this course I designed an e-learning environment for a business school.

### ***Employment record 1988-2014: overview***



## ***Employment record, continued***

### **1996-2014 Business Owner ('ZZP'), Guldenregel**

Trainer/teacher-coach (40% of the customers), quality manager (20%), project manager (25%), consultant (research & project formulation, facilitating strategic meetings (15%).

### ***Customers Guldenregel*** ([www.guldenregel.nl](http://www.guldenregel.nl))

Commercial sector: Boehringer Ingelheim, KPMG, Fortisbank, Clifford Chance, Wegener Direct Marketing, Scania Benelux, BureauMelief Executive Consult & Development, Denion advisors, 'Het Kansrijk' consultancy;

Education (profit and non-profit): Wageningen University, Technical University Twente, Rotterdam Business School, Larenstein International College, Saxion IJsselland, Management Business School, Hospitality Business School (Saxion), IHE Delft, Windesheim, 'De Essenburgh' Training, Kontakt der Kontinenten, Royal Tropical Institute, Management for Development Foundation, Julius Academy (UMC);

Government and non-profit: Ministry SZW (EQUAL Agency), Municipality Utrecht, Municipality The Hague, EQUAL Request Project, MEE Veluwe, BAC/BCICT (IT center of the Dutch Tax Department), Department of Land and Water (Goes), COCD (Centrum for the Development of Creative Thinking, Antwerp) Belgium, REWIN West Brabant, SIETAR.

### **Examples of working experience Guldenregel**

- **1996 - 2016 Training and lecturing**
  - **Project Management**
    - Interactive Project Design (IPD) (2007-2012), a core module developed for the Rotterdam Business School. Coaching international student teams with the stakeholder involvement of lectorates and specific international businesses. IPD offers the opportunity for international student teams to formulate and design solutions for international businesses and institutions, based on applied research. Using the soft systems methodology framework, designed to solve complex human problem situations, linking a variety of actors and disciplines.
    - Presentations Transnational cooperation for project managers, European EQUAL programme (2002 and 2004)
    - Two days' Project management course for FNV board members (2002)
    - Five days' Management course for experienced development workers (Kontakt der Kontinenten) (1999-2000)
    - Project Management courses for Larenstein students (1997 - 1999)
    - Water Project Management courses for Wageningen University students (1998 - 1999)
  - **(Cross Cultural) Communication, management and teamwork** is the common denominator of a large number of diverse **training courses**, varying in duration between several hours and 10 days, and varying from

one to two hundred and fifty participants. They originate from more than seventy countries (1996 – now).

- Courses on '**Networking for innovation**' and '**Rapid Appraisal of Knowledge Systems**' (development sector) (1995 – 2001)
- **Thesis supervision and coaching** For master- and bachelor students of the Rotterdam Business School, and bachelor students Windesheim
- 3-5 days **Courses 'Retirement In Sight'** for people who are retiring from their work (2013 – 2016)

- **2003-2016 Project manager, researcher and consultant: examples**

- **The Essenburgh, project manager:** Responsible for development, implementation and acquisition of the training program 'life and career'; coordinating the team of three program managers, supervising 10 freelance trainers; strategic support for the director, developing and writing strategic documents and project proposals; PR: website content, content newsletters, acquisition and marketing (2007-2016);
- **113-online. Project manager:** development of national gatekeepers training for professionals (e.g. teachers) who may recognize and support those who need help, because of suicide thoughts (april – december 2014)
- **Julius Academy – discussion leader** of the ZonMw integrated care SMOEL research programme (Samenwerking Monitor Op Een Lijn) (2012)
- **Project proposal** aimed at innovation funding: 'Opwekkende en betaalbare zorg voor senioren met zorgindicatie' for 'Het KansRijk' (2013)
- **Evaluation** of the integrated district approach in Duindorp, the Hague, integrating safety, business, housing, youth work and cultural work, for 'Het KansRijk' (2012)
- **Research Proposal and Pilot Project.** Writing a € 135.000 Research Proposal for the consultancy 'Het Kansrijk', concerning the design and development of a business model for a 'Talent shop'. The proposal was selected by the UWV as one of the 15 projects out of 135. Subsequently involved as a project leader. (March 2010 – March 2011).
- **Evaluation** of the Utrecht Municipality Programme 'Bedrijvigheid en Veiligheid' (2009) for 'Interconsult'
- **Formulation** of major project proposal (€ 1.000.000) for the Dutch VWS ministry and after approval involved in subsequent implementation of the 'Victim Support Academy' (2008-2010)
- **Formulation Policy plan 2004 – 2007** for Mee Veluwe and discussion paper 'Regionale Intersectorale Afstemming Autisme' (2004)
- **Interim Course Manager** for the 'Kontakt der Kontinenten' Training Institute, (March – September 2003).

- **1999 – 2016 Quality manager and consultant**
  - (2001-2016) The Essenburgh training institute. Within several years the quality system became a coherent and reliable part of the organization, interconnecting the people of various departments (ISO 9001: 2008).
  - (2012-2016) Quality manager of the Management Business School, designing the educational model and the quality system
  - (2009-2011) Member of the curriculum board of the Rotterdam Business School (RBS), representing the ‘Business Modules’ of the RBS curriculum. Supporting the course director in preparation for the NVAO external audit (2007).
  - (1999-2007) Quality manager Kontakt der Kontinenten training institute (EFQM system).
  
- **2004 – 2016 Coaching and examination bachelor and master students**
  - Students communication, business and management of Windesheim, Rotterdam Business School (RBS), Groningen University (RUG). Students writing their thesis are being coached in the period of 6 months and the end of their study.

**1988-1996 Wageningen University. Ph.D. researcher / teacher.**

**Tasks:**

- Ph.D. research (AIO) in eight water management projects in Senegal, concerning the interaction between designers, engineers, planners and farmers/entrepreneurs working together on improvement of design and implementation of water management projects in West africa.
- Research missions; development and implementation of an irrigation maintenance program in Senegal; Lecturing and guiding international student teams for the Wageningen University on water management projects in Africa and Asia.

**Languages**

	Speaking	Writing
Dutch	fluent	fluent
English	very good	very good
French	good/very good	good
Spanish	good	fair
German	fair	fair

## **Publications**

- Scheer, S.H. and J. Withaar (2013) 'Veerkracht en Ontwikkeling' artikel in TvOO (tijdschrift voor Organisaties en Ontwikkeling), juni 2013
- Scheer S.H. (2013) *Cultural competence and brain research: learning towards interconnectedness, background paper for workshop Hofstede Symposium, Draft, January 17* Publication to be accessed on line:  
[http://www.guldenregel.nl/blog/21037/Workshop\\_Culture\\_and\\_the\\_brain\\_download\\_article\\_.blog](http://www.guldenregel.nl/blog/21037/Workshop_Culture_and_the_brain_download_article_.blog)
- Scheer S.H. (2005)  
*Nederland-België 175 jaar: Het rampscenario Voorbij?* Second article on co-operation between the Dutch and the Belgians in *Banking & Finance* November
- Scheer S.H. (2005)  
*Nederlands-Belgische Samenwerking: Rampscenario?* Article on co-operation between the Dutch and the Belgians in *Banking & Finance* May, 2005.
- Scheer S.H. (1997)  
*Scale models to bridge the communication gap*, article in the 'ILEIA Newsletter', volume 13 No 1.
- Scheer S.H. (1996)  
*Communication between irrigation engineers and farmers: the case of project design in North Senegal* Ph.D. thesis (258pp). Wageningen: Wageningen Agricultural University, the Netherlands
- Scheer S.H. (1992)  
'Engineers and farmers: Perceptions of water flow in the Senegal valley', article in Diemer and Slabbers, *Irrigators and Engineers*, pp 155-164. Amsterdam: Thesis Publishers.

## **Other Relevant Activities (past and present)**

- Facilitator and member of social media network 'losmakers'. 'Social media for learning and change in organizations and networks' (2012-2014)
- Member of SIETAR, Netherlands (2012-2013)
- Member of the working group 'Brain and Talent' of the NVO2 (2008-2011)
- Member of the working group 'Adviseren tussen organisaties in', concerned with the question how to consult on issues that are highly relevant for many stakeholders, in case when no one is willing or capable to take the lead to find a solution (2006-2007)
- Member of working group/network 'adviseurs over de IJssel' (2005 - 2007)
- Member of the Dutch-Flemish trainers lab (2004-2007)
- Member of PhD Commission for mr. Eric Chidenga (2005), Wageningen University
- Chairman of the Foundation 'Friends of the Joppeschool' (2003-2010)

## **Additional information on the web**

See for supporting information my personal profile on linked in <http://www.linkedin.com/pub/steven-scheer/4/652/444> or twitter @ScheerSteven.  
The website of my firm: [www.guldenregel.nl](http://www.guldenregel.nl)