

Curriculum Vitae

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Date and place of birth 27 januari 1967 in Bilthoven
Marital status Married to Hans Turkesteen



Personal Profile

Strategic thinker with operational strength, persuasive skills, decisiveness, knowledge of and experience in the public and private domain and an active political-administrative network.

Experience and Background

Governance, HR, Marketing.

Sectors

Business services, Transport, Logistics and Distribution, Telecommunication, Post, IT and Media, Public Sector and Fast Moving Consumer Goods (Food).

Experience

Recent supervisory boards and supervisory functions

- 2020 – Current** *Member Foundation Board Parnassia Group*
Parnassia is the leading mental healthcare institution of the Netherlands.
- 2019 – Current** *Member of the Supervisory Board Netherlands Vehicle Authority*
(Policy area HR)
- 2018 – Current** *Chairman of the Selection- and remuneration Committee of the PO-council*
The PO-council acts on behalf of school boards in primary education, primary special education and secondary special education.
- 2017 – Current** *Member of the Supervisory Board Chassé Theater*
Besides offering drama, music, dance and cabaret, the theatre also offers a film program with several screens and serves around 400.000 visitors a year.

- 2015 – Current** *Chairman of the Supervisory Board of The Hague & Partners*
The organization responsible for the promotion of the city of The Hague in the area of tourism, conventions and businesses.
- 2015 – Current** *Member of the Supervisory Board Het Nationale Theater*
- 2011 – Current** *Member of the Supervisory Board Holland Casino*
(member audit committee). Holland Casino is a state-owned enterprise. Between 2011 and 2015, the strategy was significantly modified, the senior management was replaced and Holland Casino's results improved considerably from a loss-making situation to a healthy, profitable position.
- 2007 - 2017** *Chairman of the Supervisory Board Nationale Toneel*
The largest theatre company in the Netherlands. Responsible for the merger with youth theatre company Stella (NT Jong) and for the merger (unique in the Netherlands) with Theater aan het Spui and the Koninklijke Schouwburg.
- 2012 - 2016** *Member of the Supervisory Board Royal Wessanen*
(chairman of the Selection and Remuneration Committee, vice-chairman of the Supervisory Board and member of the committee focusing on Nutrition, Food and Safety). Wessanen is a publicly listed company focussing on branded organic products with a successful, acquisition-focussed growth strategy. A successful restructuring of the portfolio was carried out at Wessanen, including a number of divestments and acquisitions. In addition, the Supervisory Board replaced the CEO. At Wessanen, I was responsible for the new remuneration policy established in April 2015 by the General Meeting of Shareholders, in which long-term results and sustainability play an important role. Between 2012 and 2015, Wessanen's market value nearly quadrupled.
- 2010 - 2016** *Member of the Supervisory Board Verbrugge Terminals*
Verbrugge Terminals is a family business active as a global logistics service provider. In 2014, an Anglo-Saxon private equity participation took place, which enabled the growth-oriented strategy to be accelerated. Despite the international economic crisis, the results throughout the period were good.
- 2007 - 2015** *Lid Raad van Toezicht Holland Festival*
The most prominent international cultural festival in the Netherlands.

Consultant en coach

- 2009 - Current** *Management Consultant*
In this capacity I advise organisations – often based on customer and stakeholder surveys – on topics such as strategy, positioning and organisation development. I am also active as the chairman of (international)

events and seminars in areas such as Finance, Health Care, Energy and Security.

2012- Current *Coaching practice* with emphasis on career development.

Executive Deloitte

2002 - 2009 *Partner at Deloitte*

2004 - 2009 *Managing Director of Marketing, Communication and Business Development* and, in the final two years, member of the Executive Committee of Deloitte and, as such, jointly responsible for this company with 6,500 employees. My portfolio in the Executive Committee consisted of corporate strategy, events and sponsoring, internal and external communication, marketing research, e-marketing, business development, public affairs and corporate responsibility.

Results:

Completed an extensive reorganisation (centralisation, quality improvement, 20% HC downsizing), improved customer satisfaction, became first accountants and consultancy organisation that issued a corporate social responsibility report. Within two years, became no. 1 in Corporate Responsibility in the industry. Facilitated participation by 20% of the employees in Impact Day (volunteer work) in the first year.

2002 - 2004 *Partner Deloitte*

Own practice as executive searcher and senior management HR advisor. Among other things, mediating between Management Board and Works Council/trade unions.

2000 - 2002 *Senior Manager at Deloitte*

Member of the Dutch Parliament (Tweede Kamer)

1994 - 2000 *Member of the Dutch Parliament*

Spokesmanships: Telecommunication and Post, Small and Medium-Sized Enterprise/Entrepreneurship, Indirect taxes, Media policy, Corporate Social Responsibility, Information Superhighway, Market Forces, Deregulation and Legislative Quality. Successfully concluded legislative processes, including the Telecommunications Act, Media Act and Trading Hours Act.

Resultats:

Taking the lead at the European level in the liberalisation of the telecommunication market; the extensive expansions of the shopping hours and the fiscalisation of the broadcast licence fees.

Member as of 1998 of the party leadership as the youngest secretary ever and, as such, a member of the leadership team of the Parliament and vice-chairman of the Parliament. Resolved various complex conflicts.

- 1992 - 1994 *Recruiter KPN*
- 1991 - 1992 *Staff member of the Dutch Labour Party (PvdA) Training Institute.*
- 1987 - 1989 *Student assistant*

Other commissionerships and supervisory functions (a selection)

- 2010 - 2011 *Member of the Supervisory Board of Lips Capital Group*
A brief period during which I was asked to implement a governance system.
- 1997 - 2000 *Member of the Supervisory Board of CSS Holding NV.*
During that period, the company was floated on the stock exchange.
Youngest Supervisory Board member of a listed company.
- 2005 - 2014 *Chairman and member of the Supervisory Board of Film by the Sea. 40,000*
visitors annually from the Province of Zeeland and Belgium.
- 2004 - 2007 *Chairman of the Board of the Dutch Family Council*
(Nederlandse Gezinsraad). Responsible for the merger with E-quality, a
knowledge centre for emancipation, family and diversity.
- 2002 - 2007 *Chairman of burger@overheid.nl*
An independent forum that encourages the e-government from the
perspective of the people.
- 2001 - 2004 *Chairman of the Board of the Association of Dutch Film Theatres (Associatie*
van Nederlandse Filmtheaters)
- 2000 - 2009 *Member and subsequently chairman of the Supervisory Board of*
Theatercompagnie.
- 1999 - 2001 *Member of the Board of Theater Bellevue/Nieuwe de la Mar.*
- 1999 - 2007 *Member of the Board of Governors of the Wiardi Beckman Foundation*
- 1997 - 2006 *Member of the Board and, starting in 1999, Chairman of the Board of the*
Netherlands Media Art Institute (Nederlands Instituut voor Mediakunst)

Advisory Boards

- 2007 - 2016 *Member of the Advisory Board RAI Association.*
Advising on lobby and mobility issues.
- 2000 - 2015 *Member of the Scientific Advisory Board of the Institute for Information Law*
(Instituut voor Informatierecht) of the University of Amsterdam

1999 - 2000	<i>Member of the Advisory Board of Mars</i>
1997 - 2000	<i>Member of the Advisory Board of the Electronic Highway Platform Nederland</i>
1996 - 2006	<i>Member of the Advisory Committee of the Netherlands Institute for War Documentation (Nederlands Instituut voor Oorlogsdocumentatie)</i>
<i><u>Various</u></i>	
2019	<i>Member of investigative committee Museum COMM (on behalf of Cultuur+Ondernemen)</i>
2014 – Current	<i>Guest lecturer, Women on Boards Leadership Program Deloitte</i>
2014 - Current	<i>Member of the Committee of Recommendation for the Governance Code Culture</i>
2005 - Current	<i>Member of the review committee of the Foundation for Responsible Alcohol Consumption ([Stichting Verantwoord Alcoholgebruik, STIVA)</i>
2017 – 2019	<i>Independant and technical Chairman of the ANWB Member Council</i>
2016	<i>Jury member Accenture Innovation Awards</i>
2013 - 2016	<i>Member of the Committee of Recommendation of the Helene Kröller-Müller Fund</i>
2015	<i>Member of the investigative committee for Het Nieuwe Instituut (on behalf of Cultuur+Ondernemen) On responding to a governance issue; prepared a report with recommendations.</i>
2011	<i>Chairman on consultation between cable operators and telecom operators on the disruption in the 800 MHz band (drew up the agreement)</i>
2006 - 2013	<i>Chairman of the Telecommunication Consultation Platform. A platform in which the sector discusses issues with the Ministry of Economic Affairs in the areas of telecommunication and post.</i>
2008 - 2009	<i>Chairman of the Economic Affairs investigative committee ‘Screening of ICT forums’ to examine where issues can be made more efficient.</i>
2008 - 2009	<i>Member of the Governance Committee of the Royal Netherlands Institute of Chartered Accountants (Koninklijk Nederlands Instituut van Registeraccountants, NIVRA)</i>
2006 - 2007	<i>Vice-chairman of the nominating committee for the Dutch Senate and House of Representatives faction of the PvdA</i>

2003 - 2004	<i>Member of the Committee Autonomy for the Association of Netherlands Municipalities (Vereniging van Nederlandse Gemeenten, VNG) on the administrative relationships between the Government and the municipality.</i>
2002 - 2003	<i>Chairman of the Consumer Association Cooperation Agreement, the Netherlands Telecommunication Council (Stichting Telecommunication Nederland) and mobile telecom operators.</i>
2001 - 2002	<i>Chairman of the interdepartmental MDW (Market forces, Deregulation and Legislative quality), Switching Costs Working Group</i> The goal was to make the switch between bank, energy companies and telecom operators more convenient.
1998 - 2000	<i>Member of the Principles Committee of the PvdA</i>
1996 - 1998	<i>Programme maker at Hoeksteen Live</i> Local television Amsterdam (SALTO)
1994 - 1998	<i>Member of the Interparliamentary Committee of the Dutch Language Union (Nederlandse Taalunie)</i>
1993 - 1994	<i>Member of the steering group for the promotion of VNO-NCW technical training</i>

Education

2015 - 2017	<i>Coaching training (Deloitte)</i>
2006 - 2008	<i>De Odyssee, De Baak.</i> Leadership development. Educational Institute VNO-NCW
2003	<i>IMD Lausanne, Leadership</i>
2003 - 2004	<i>Office of the Chairman, Deloitte Executive Program (18 months)</i>
1994	<i>German Marshall Memorial Fellowship Program</i> International Leadership Development Program
1987 - 1990	<i>Political Science/Public Administration at the Vrije Universiteit Amsterdam, Faculty of Socio-Cultural Sciences (completed).</i>
1985 - 1989	<i>Contemporary History at Utrecht University, Faculty of Arts (cum laude)</i>
1985	<i>Gymnasium alpha at Kottenpark College in Enschede</i>

Hobbies

Sports (hiking and CrossFit), literature, travel, good food, (performing) arts and design.