



personal details

name A.A. Bouwmeester (Bert)
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experience since 1984

highlights

Bert is an experienced business programme manager, interim manager and executive coach. His added value reveals itself in bringing business and IT together. With yearlong experience in business and IT management in several branches, he is capable of transforming business goals, business changes and business processes into successful organizations, processes, programmes and projects. Bert is able to perform several roles in which the interaction between people, processes and changes is important.

His principals and colleagues appreciate Bert for his quick start, proven added value, commitment and drive, knowledge, bird's eye view and his people and communication skills.

five most recent assignments

2010-now business programme manager payments (Equens SE)
2008-2010 business programme manager payments (Rabobank Nederland)
2008-2010 personal coach business unit managers, project manager
2007-2008 senior business project manager SEPA payments (Rabobank Nederland)
2006 business development (Centric) with focus on outsourcing and demand/supply

expertise

programme management
interim management
executive coaching
project management

knowledge of branches

banking and insurance, chemical industry, energy, health care, industry, public sector, retail, telco, utilities

customers

ABN AMRO Bank, Akzo Nobel, ASML, AVR, AXA Leven, Demkolec, Enraf, EPON, Equens, GAB, ING Bank, Interpay, Interpolis, Kadaster, Philips Medical Systems, Pimarox, Rabobank Nederland, SmartMinds, Unisource, Valori, Vendex Food Group, Xebia

references

references and extra information are available on request
the most recent version of this resume can be downloaded from <http://www.anodos.nl/resume.pdf>
een Nederlandse CV kan worden gedownload van <http://www.anodos.nl/CV.pdf>

short profile

management	<p>since 1996</p> <p>executive management positions:</p> <ul style="list-style-type: none">◆ Programme manager◆ Manager of operations◆ Interim manager◆ Information manager◆ IT manager◆ Product manager◆ Field manager◆ Executive coach <p>Keywords: people manager, excellent communication skills, decision maker, team builder and working under stress</p>
business dev.	<p>since 1998</p> <p>Identifying new developments and trends; analyze these trends and translate them into (new) business, policies and projects; separate stars from hype</p>
sales	<p>since 1996</p> <p>experience with:</p> <ul style="list-style-type: none">◆ Pre sales◆ After sales◆ Partnership management with BEA, Compuware, EPrise, IBM, iPlanet, Microsoft, Oracle, Point, Stellent, Sun, Symantec, WRQ
projects	<p>since 1990</p> <p>Senior project manager, programme manager, change manager, focusing on:</p> <ul style="list-style-type: none">◆ Managing programmes and multiple projects (budget €20M+/year)◆ Scoping (business case, feasibility studies, proof of concept, requirements management)◆ Change management (safeguarding scope)◆ Risk analyses and risk management◆ Management of change (motivating organizations/employees to change)◆ Quality management in projects
consulting	<p>since 1989</p> <p>Senior consultant in:</p> <ul style="list-style-type: none">◆ Software development (architecture, methods, tools, middleware)◆ Software and process maintenance (ITIL, BIV, SLA's, outsourcing)◆ Internet technology and e-business◆ Quality management (ISO, EFQM, CMM)◆ Infrastructure (system and service management)◆ AO and business processes

assignments last three years

- 08/2010-12/2010 **personal coach**
Valori; consultancy
 Coaching of a business unit manager
- 03/2010-now **programme manager migration of processing Dutch domestic payments**
Equens SE; financial services
 As business programme manager responsible for all activities for the migration of the processing of Dutch domestic payments towards SEPA (market approach, portfolio adaptation, product definition, changes in applications, systems and processes, operations).
 Migration is a strategic programme with direct report to the Board of Directors, given the crucial role of Equens in the Dutch domestic payments market.
 Also responsible for all internal communication (with works council) and external communication with the Dutch banks, the Dutch Banking Association (NVB) and regulators (Currence, DNB).
 The programme has projects in the Netherlands and in Germany
- 07/2009-10/2009 **personal coach**
Xebia; consultancy
 Coaching of a business unit manager
- 04/2008-02/2010 **programme manager of several programmes**
Rabobank; financial services, banking
 As business programme manager responsible for several programmes within the Payments and Savings domain:
 - ◆ Operations and payments infra
 Responsible for the management of all changes to the payments infrastructure of Rabobank Nederland (80 applications on several platforms, 200 processes and 2000 interfaces). This programme also contained several large-scale projects (events) on the payments infrastructure and Business Continuity Management
 - ◆ Delivery organization Payments & Savings
 Organization of a supply organization as switch between the internal business programmes (responsible for the what-question) and realization, where design, build and (system) test are outsourced to Cognizant in India
 - ◆ Trade Services
 Define a business programme for the redesign of the world wide trade processes and supporting systems
 - ◆ Definition of portfolio management Payments and Savings
 Responsible for the definition of portfolio management (coherence between programmes) for the domain Payments and Savings. Also responsible for defining and designing the master programme Payments and Savings as a demand organization
 As representative of the business organization delegated principal (project executive) responsible (steering, result and budget) for numerous projects in the payments infrastructure. Total budget responsibility > €20M/year
- 07/2008-01/2010 **personal coach**
Rabobank; financial services, banking
 Coaching of a project manager on personal effectiveness, customer focus and organizational and political sensitivity
- 02/2008-04/2008 **Strategic programme plan SEPA**
Rabobank; financial services, banking
 In cooperation with the SEPA programme manager responsible for the delivery of the strategic programme plan SEPA (Single Euro Payments Area) for the areas Credit Transfer, Direct Debit and Cards. Part of this project was a study by the Boston Consulting Group. The programme plan included vision, strategy, scope, project definitions, planning and budget 2008-2013



summary earlier assignments

- 02/2007-02/2008 **project manager SEPA Credit Transfer, starting SEPA programme Rabobank**
As senior business project manager responsible for the delivery of SEPA products and payments infrastructure for SEPA Credit Transfer (initiate and reachable). Overall responsible for 150+ staff
- 11/2006-12/2006 **business development Centric**
Business development (facilitate, think tank, elaborate) for demand management (outsourcing, requirements management), data management and interface management (SOA, middleware). Business development leads to new possibilities at existing or new customers
- 07/2006-01/2007 **int. project management merger customer services organizations Equens**
As business project manager and manager of change responsible for the coordination of activities to merge the Dutch and German customer services organization, resulting in an European service organization
- 06/2006-12/2006 **programme manager IT delivery Equens**
As programme manager responsible for overall coordination of IT delivery towards other business programmes, programme portfolio and participation in project boards and programme boards
- 06/2006-now **managing director Anodos**
Founder and owner of Anodos, a consultancy organization focusing on programme management, project management and interim management
- 01/2006-01/2007 **project management SEPA Interpay**
As business project manager responsible for determining the business impact of SEPA and as development project manager responsible for the development of new SEPA products for Credit Transfer and Direct Debit (Java EE, Websphere). In that capacity involved in the business project boards for SEPA Cards and SEPA Payments
- 01/2006-12/2006 **personal coach Interpay**
Coaching an international project manager
- 07/2005-02/2006 **counseling a start-up SmartMinds**
As external advisor supported and guided the new formed company for cross media solutions (innovative mobile (device) applications, wireless messaging and cross media interaction solutions, through a multi-channel approach)
- 12/2003 **business development Pimarox**
As external advisor supported and reviewed the business plan 2004-2006 for an organization, specializing in infrastructure management, managed services and test management

- 07/2003-12/2005 **programme manager, project manager, interim manager**
Interpay
As interim manager responsible for the management of a Microsoft .Net development team (25FTE). Besides as project- and programme manager responsible for the development of a core back office system (.Net, C#, SQL Server, ESB, Cordys) and contract management of external suppliers. As project manager responsible for other development projects (.Net, C#, SQL Server) and project management for a RFI for the deployment of software factories
- 05/2003-08/2003 **QA manager new organization for health care insurance**
Interpolis/VGZ
QA activities in programme to setup a new organization for health care insurance (joint venture)
- 01/2002-12/2002 **operational manager four business units**
ECsoft
As executive manager responsible for operations of an international system integrator (120FTE)
- 06/2001-12/2002 **programme manager business reorganization and quality**
ECsoft
As programme manager responsible for a programme to reorganize and professionalize the internal organization
- 01/2000-06/2001 **information manager and IT manager**
Spherion
In the holding responsible for business development, partnership management, information management, management of the IT delivery organization
- 05/1998-01/2000 **operational manager, adjunct director**
Spherion/Kronos
As executive manager responsible for the operations of the software development company of Spherion (25FTE)
- 03/1996-07/1999 **senior consultant in software development and -maintenance**
Various customers
Consultancy, project management, interim management
- 01/1995-05/1998 **product manager software maintenance**
Spherion/Maintain
Line management and development of new products (BIV and functional management)
- 07/1989-03/1996 **IT consultant**
Various customers
Consultancy, project management, interim management
- 01/1987-07/1989 **system designer**
Various customers
System design and project lead
- 08/1984-12/1986 **software configuration manager, software developer**
Various customers
Software development and support

extra curricular

- ◆ Acted as trainer for software management (ITIL, BIV, information management)
- ◆ Various presentations on seminars
- ◆ Various publications
- ◆ Participant in round table discussion about outsourcing (2005; organized by Capgemini)
- ◆ Guided start-ups
- ◆ Reviewed business plans and supported organizations in the business planning cycle

education

as of 1984	training, study and seminars (see below for a summary)
1980-1984	HTS, Computer Science (BSc)
1975-1980	HAVO-B (diploma)

training, study and seminars

management

- ◆ Management of change processes
- ◆ BSC: Balanced Scorecard
- ◆ Coaching of professionals

programme and project management

- ◆ Programme management (including master class MSP)
- ◆ Project management (including master class Prince2)
- ◆ Quality management in projects
- ◆ Risk management (e.g. M_o_R)

software development

- ◆ CMM: Capability Maturity Model
- ◆ SPI: Software Process Improvement
- ◆ XML: eXtended Markup Language
- ◆ RUP: Rational Unified Process
- ◆ XP: eXtreme Programming
- ◆ DSDM: Dynamic System Development Methodology
- ◆ SDM: System Development Methodology

software management

- ◆ BIV: Bedrijfsmatige Informatievoorziening (as a trainer)
- ◆ ITIL (also acted as a trainer)
- ◆ Information management (also acted as a trainer)
- ◆ Outsourcing
- ◆ Testing