

# Curriculum Vitae: Remco Meisner

## personal details

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## personal characteristics



Remco Meisner is teacher, coach as well as project, change & interim manager. He worked in several countries in a.o. education, finance, oil & energy, travel & tourism, consultancy, local and national government. He managed organizations, business units and he provided trainings as well as workshops.

Initially a technically trained (information technology) specialist, he graduated as Master of Business Administration (MBA) at the University of Liverpool and as Certified Change Management Master (CCMM) at the Vrije Universiteit in Amsterdam. At the latter university he since 2010 is conducting PhD-research on the topic of individual development and organizational growth.

Remco is able to in a structured manner professionally seduce organizations as well as employees into mutual beneficial lasting improvements and growth. He seemingly effortless connects at all levels in organizations and restores piece. His mind is methodical and goal-driven.

## characteristic results

Remco Meisner took on various responsibilities:

- The successful implementation of organizational and cultural change; perspective change at private as well as governmental organizations.
- He developed several textbooks, learning courses, instructional films based on the human factor (Quinn, MINCE, Hardjono, Cozijnsen).
- Detailing accurate Business Cases – which frequently started out as complex, Gordian knot-like organizational presuppositions.
- Successful manager to the full range from small to large groups of individual employees.
- Implements the goals set, within budget, in the predefined time schedule, for straightforward as well as extremely complex (seemingly uncontainable) projects.
- Effective individual, departmental and organizational improvements, a.o. on methodological basis (PRINCE2, ITIL, BiSL, RUP, MINCE, PI, ASL, TMAP a.s.o.).
- Developed the MINCE model for organizational maturity and set the international standard in a publication.

## characteristic customers

### *Finance:*

ABN AMRO Dealingroom; ING; Nationale Nederlanden; Banque Labouchere; Sociale Verzekeringsbank SVB; Algemeen Burgerlijk Pensioenfonds (ABP), ABN AMRO Hypotheken Group

### *(semi-)Government:*

Ministry of Safety and Justice; City of Amsterdam Council; Flemish Government<sup>1</sup>; City Social Security; ICT Judicial Authority (ICTRO); Prison Services (DJI); Central organ for asylum seekers (COA); National Water Board; Royal Academy for Expressive Arts; UWV; Police; Ministry of Education and Sciences; City Public Transports

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<sup>1</sup> Belgium

*Services and consultancy:*

Atribit; Getronics; PinkRoccade; Logica; Andarr; XTEC; TNO; SAGEM<sup>2</sup>; Eclips; Voice Data Systems

*Travel & Tourism:*

TUI GmbH<sup>3</sup>; Preussag<sup>3</sup>; Intersystems; Flughafen Leipzig-Halle<sup>3</sup>; Changi Airport<sup>4</sup>; Holland International; Thomson Travel<sup>5</sup>; Schiphol Airport; Arlanda Airport<sup>6</sup>; Ben Goerion Airport<sup>7</sup>; Alma Ata Airport<sup>8</sup>

*Telecommunications & internet:*

TELE2; KPN; PTT Telecom; T-Mobile

*Oil & Energy:*

Nuon; Shell International Exploration and Production (SIEP); Shell Services International

*Non-profit:*

MINCE2 Foundation, Stichting Fantastische Vertellingen

*Healthcare:*

Jeroen Bosch Hospital; Sint Maartens Clinic

*Media:*

PCM Publishers; Van Haren Publishing; Academic Services

*Industry:*

KONE Elevators; Canon Europe; Nissan Europe; Omegam; Holec

*Education:*

Laudius University; Entrac

## characteristic assignments (excerpt – up to 1994)

### **Interim Management-course for Laudius**

On behalf of Laudius University Remco in 2011 develops their new training course Interim Management, which is to contain twelve modules in the shape of as many books. The production is to be a book per month, including practice questions, exams and caesura.

### **Implementation new Dutch prison model**

(written recommendation!)

Between February 2009 and April 2011, Remco on request of the Ministry of Safety and Justice was programme manager to the implementation of the new Dutch prison model (Vestigingsmodel). This implied a reduction of the organization's management layers, simplification of the cost structure and transfer of 20 Clusters towards 29 Settlements. This was a highly complex organizational change, impacting all individual employees, all information systems, all processes and procedures.

### **Professionalization project management at TELE2**

(written recommendation!)

In January 2009, Remco in the role of project manager started the professionalization of the business project management department at TELE2. This included the implementation of portfolio management and a couple of related tools. Several employees were coached and trained. Currently, the project management discipline is being promoted internally using films,

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<sup>2</sup> France

<sup>3</sup> Germany

<sup>4</sup> Singapore

<sup>5</sup> United Kingdom

<sup>6</sup> Sweden

<sup>7</sup> Israel

<sup>8</sup> Kazachstan

presentations and certification. Project manager Remco prepares and shoots the films for the e-Learning environment.

**Professionalization of project oriented work at TNO** (written recommendation!)

During the last couple of months in 2008, Remco participated in the effectiveness-analysis of the department-exceeding project oriented approach at TNO. A series of suggested improvements has been provided to this customer.

**Programme Manager at ABN AMRO Hypotheken Groep** (written recommendation!)

Between April and August 2008, Remco set up of the programme for the implementation of the multi-branding formula at ABN AMRO Hypotheken Group, based on the combination of web-presence and a media offensive. This next has been implemented by ABN AMRO staff.

**Project Manager at ABN AMRO Bank**

Remco, hired by Getronics, has set up and executed the project that implemented the state-of-the art, Cisco-based and fully redundant computer network for the new ABN AMRO Dealingroom in Amsterdam. The network included video conferencing and other (at that time) technological novelties.

**Project manager KPN** (written recommendation!)

Between December 2007 and March 2008, Remco successfully started off the project oriented organizational change of (partially outsourced) KPN computer centres, located at various spots in The Netherlands.

**Senior project manager T-Systems** (written recommendation!)

Various successful, mostly technology-driven, bid- and project management-activities at T-Systems (a subsidiary of T-Mobile). Adaptations to their service management approach for a.o. PontMeyer and TomTom. This occurred between July and November 2007.

**Programme manager Dutch prisons** (written recommendation!)

Remco was manager to over 45 specialists, most of which hired from external providers, during the design, build and implementation between November 2005 and July 2007 of the Basic Registration (Basisregistratie) information system for the Dutch prisons (DJI). This system combines all prisoner information spread over various parties throughout the country and discloses filtered results in various forms to authorized staff. This was an extremely complex environment with dozens of external as well as internal stake holders, as many personal priorities. Completed successfully.

**Programme manager at Nationale Nederlanden** (written recommendation!)

Implementing the adjusted insurance profile of Nationale Nederlanden in relation to the preceding take over by ING Bank. This involved the balancing of the various brand exposure in relation to the targeted audiences. It implied ICT as well as organizational change. A part of this assignment was to make an inventory of the systems used and selecting which of them was about to be hit.

**Interim manager at Sint Maartenskliniek** (written recommendation!)

Interim manager to the technical department (a.o. ICT) of this specialized hospital. Contributions to the implementation of ITIL and their professionalization process, a.o. regarding workflow management. Project oriented implementation of digital X-ray systems (Agfa Healthcare) in close co-operation with various suppliers. Acting project manager regarding several other implementations.

**Senior project & interim manager at Getronics** (written recommendation!)

Remco in the years 1995-2001 was responsible for various large and small, national as well as internationally oriented successful projects. Internal projects on behalf of the Getronics organization as well as external project manager to customers of that organization. Remco has set-up and completed several infrastructural swaps, software development and implementation. He also was interim manager for Getronics business units and for Getronics customers.

### Interim manager at Intersystems

(written recommendation!)

Between 1994 and 1995, Remco was both interim manager for the Research & Development department and senior project manager to several complex and out-of-control international projects. These projects were completed successfully. The department successfully returned to their core business.

### characteristic leadership/innovations

Remco coaches a couple of managers (in accordance with Socrates), searching for ways to remove the barriers between their behaviour and their potential.

Remco developed the PI-methodology that supports the distribution of information in relation to geographically distributed projects and programmes, during the period in which the internet was not as common as it is today. Academic Services published his book on the topic (*Projectmanagement via Internet*) in 2000.

The MINCE model for organizational maturity has also been developed and described by Remco. He in practice started exploiting this model already a couple of years preceding his publication of the international standard work *MINCE – A Framework for Organizational Maturity* (in 2007 at Van Haren Publishing). He uses the model ever since. He founded the MINCE2 Foundation, which non profit-organization deals with exams and certification on the practical application of MINCE.

Since 2010 Remco is performing PhD-research at the Vrije Universiteit (Economical Sciences, working with prof.dr. Erik van de Loo and prof.dr. Anton Cozijnsen). This research investigates the correlation between the 'flow' of employees and the 'value' of their employer.

While at high school, back in 1979, Remco founded a non profit-organization that publishes books, films and music of Dutch origin.

### employers

Jan. 2009-today	pr1ma (owner)
2007-jan. 2009	Andarr
2006-2007	Getronics PinkRoccade
2003-2006	PinkRoccade Atribit
1996-2003	Getronics
1994-1995	Intersystems
1992-1994	Ingenieurs Bureau Meisner (owner)
1985-1992	XTEC Computer Systems/Getronics Desktop Automation
1983-1985	free lance at a.o. Holec, GVB, Entrac

### studies and trainings

#### studies

Vrije Universiteit	VIP PhD-research	<2014
	Certified Change Management Master (CCMM)	2008
University of Liverpool	Master of Business Administration (MBA) <i>21st Century Business</i>	2005
School for Advanced Technology	Electronics/Information Technology	1983
School for Technology	Electronics/Electronic Construction	1979
High School	maths/chemistry/physics	1976

#### trainings

Open Studio	camera techniques	2011
	post-production and <i>Final Cut Pro</i>	
Frits Philips Jr.	open negotiations	2008
Het Notuleercentrum	business shorthand	

Getronics	general management training basic Getronics training <sup>9</sup>	2000
Syntegra	time management	1999
Pink Elephant Education	PRINCE2 expert	
Exin; Pink Elephant Education & Development	ITIL essentials, ITIL service manager, ITIL service support, ITIL service delivery (ITES, ITOA, ITOB)	1997
Oracle Education	OPM: managing Oracle projects SO1: Oracle and SQL to end users OTO: Oracle technical overview	1995
Ingres	Ingres for application developers	1994
Open Universiteit	information systems I	1994
DCA	DCA select	1992
Positronika	3+open installation & management	1991
SAGEM <sup>10</sup>	ELTEX V	1989

## additional information

Remco has travelled around the globe, has lived and worked in various countries, has full command of the Dutch, English, German and French language.

He is experienced in applications such as a.o. MS Word, MS Excel, MS Powerpoint, MS Project, MS Outlook, MS Access, Numbers, Keynote, Merlin, ConceptDraw, VMware and others.

Remco knows his way around in 'languages' such as, for example, Oracle, Clipper, dBase, C, C++, FORTRAN, Cobol, Assembly, BASIC and operating systems such as a.o. Windows, DOS, OS X, iOS.

Remco is creative, plays the saxophone, has published several articles<sup>11</sup> and books<sup>12</sup>, inside his professional area of expertise as well as in fiction. He has provided and been subjected to many presentations<sup>13</sup> and workshops, produces a.o. film documentaries.


## references at LinkedIn

### pr1ma Change Manager

Dienst Justitiele Inrichtingen DJI, Gouda, Netherlands

"Remco is als projectleider zeer vasthoudend en gestructureerd bij de uitvoering van zijn opdracht en in het bereiken van de gewenste resultaten. Hij is hierbij niet makkelijk van zijn pad af te brengen. Remco is altijd bereid tot een extra inzet." *January 14, 2011*

**Top qualities:** Great Results, On Time

 **Roelien Haasken,**  
hired Remco as a projectleider in 2009

<sup>9</sup> nine areas: (1)conversation- and intervionstechniques; (2)commerce; (3)presentations; (4)written reporting; (5)evaluations; (6)managing & co-operating; (7)negotiations & conflict management; (8)financial management; (9) bids/legal issues

<sup>10</sup> Paris; Remco lived and worked in Paris and Rouen during 1989 to 1991

<sup>11</sup> a.o. in *International Journal of Applied Management and Technology* (IJAMT, 2005), *PM Magazine* (USA, 2009), *IT Beheer Magazine* (2007)


<sup>12</sup> o.a. *Projectmanagement via Internet* (Academic Services) and *MINCE* (Van Haren Publishing) and also a couple of times in *Ganymedes* (Bruna)

<sup>13</sup> e.g. during the (2002) 16<sup>th</sup> IPMA World Congress, Berlin

## Founder & Manager

### MINCE2 Foundation


"I know Remco Meisner as a very professional and friendly person. He has used his outstanding qualities as an interim manager to develop the revolutionary MINCE2 maturity model. It is published by the MINCE2 foundation. Read it!" *April 4, 2007*

 **Bauke Muntz**, *Owner, BM'Concepting*  
worked directly with Remco at MINCE2 Foundation

## Senior Interim, Programme and Project Manager


### Andarr Organizational Services

"During a very intensive periode at TNO, my cooperation with Remco was a very pleasant and professional one. Remco is the very essence of Project Management and in that way a very valuable factor to the projectteam. Combined with his unique sense of humour, I consider myself lucky having worked with him." *April 23, 2009*


 **Chris Maarsen**, *Senior Consultant, Andarr*  
worked directly with Remco at Andarr Organizational Services

"Remco, is a reliable senior program manager with great people skills. He's creative and always keeps focus on the required target(s)." *April 7, 2008*

**Top qualities:** Great Results, High Integrity, Creative

 **Gerard Kluivers**  
hired Remco as a Business Consultant in 1995, and hired Remco more than once


"I know Remco as an intelligent and inquisitive person. Also, he is socially committed. He is calm and convincing at the same time. I always enjoy our discussions. A great philosopher and pleasant and knowledgeable colleague." *February 29, 2008*

 **Jurriaan van Reijssen**, *Business Consultant, Andarr*  
worked directly with Remco at Andarr Organizational Services

## Programme Manager

### ABN AMRO Hypotheken Groep


"Remco has worked with ABN AMRO in a very turbulent period. He always kept focus on the programme's target and has a very structured way of working. I especially liked his humorous remarks during stressful meetings. It puts things in perspective." *July 10, 2008*

 **Karst Ziel**, *Manager ICT, ABN AMRO Hypotheken Groep*  
was with another company when working with Remco at ABN AMRO Hypotheken Groep

## senior project manager

### T-Systems

"I worked closely with Remco in a project at T-Systems and was amazed by his professionalism. With his drive and structured way of working, he creates results from day 1. He is a true project management professional and it is great fun working with him!" *June 10, 2009*

 **Tom Smulders**, *Project Manager, T-Systems (through Andarr)*  
worked directly with Remco at T-Systems

## Programme Manager

### Netherlands Justice Department

"Remco was erg goed in het onderkennen van de succesfactoren voor het project en het organiseren van heldere besluitvorming in de interactie met de opdrachtgever(s). Een beroemde uitspraak die bij de voorbereiding van besluiten altijd op het lijstje van mogelijke keuzes kwam is: "optie 1: niets doen". Hierdoor worden de voor- en nadelen van niets doen expliciet benoemd en besproken, wat de helderheid van de besluitvorming sterk verbeterd. Ik heb goede herinneringen aan Remco."

*January 8, 2009*

**1** Reinald Verheij, *Consultant, LogicaCMG*

was with another company when working with Remco at Netherlands Justice Department

"Remco is een zeer ervaren Senior Project Manager / Program Manager en weet zeer goed waar hij het over heeft. Kan zaken goed vertellen en duidelijk uitleggen. Absoluut een aanwinst. Als persoon is Remco behulpzaam, open en integer. Absoluut prettige persoonlijkheid om mee samen te werken. Aanrader." *November 17, 2008*

**1** Eric de Regt, *Recruitment Consultant, U-First BV*

was with another company when working with Remco at Netherlands Justice Department

"Remco Meisner is reliable colleague with a broad experience on project and programme management. As a programme manager at the Netherlands Justice Department he successfully structured a chaotic situation after a restart. Target driven and persistent, he well managed five projects in a politically difficult and riskfull environment with his own unique approach 'Project management via Internet'." *September 11, 2006*

**1** Peeman Wim, *Projectmanager, PinkRocade*


reported to Remco at Netherlands Justice Department

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## Senior Interim Programme and Project Manager

### Getronics PinkRoccade

"Remco is a senior manager who is able to manage complex projects, in political environments, balancing a great diversity of interests whilst using his well developed communication skills. He remains calm in every situation and is very clear when defining and explaining a complex problem." *November 20, 2009*

 [Angelique Schouten](#), *consultant, dce consultants*  
worked directly with Remco at Getronics PinkRoccade

"Remco is a competent hard working projectmanager, a networker that you can truly rely on when managing complex project or programs. He is also a nice guy and an experienced interm manager that I greatly learned to appreciate." *September 10, 2005*

 [Jeroen van de Ven](#)  
worked directly with Remco at Getronics PinkRoccade

"Working with Remco in several projects/programmes was a true pleasure. Remco is project management professional: Not only through his publications and studies, but also through his very sincere way of working. Besides great quality of work, he is also a beaken in networking to me. I can say from the bottom of my heart: it's been a privilege working with somebody who can smile obstacles away!" *August 30, 2005*

 [Erik Scholten](#), *Project manager, PinkRoccade*  
worked directly with Remco at Getronics PinkRoccade

"I can truly recommend Remco. We worked together for over three years, and Remco could always surprise me with his incredible and vast knowledge of de programme- and projectmanagement profession. I still regularly use the book he wrote on this subject. Besides all above, Remco has a unique sense of humor!" *June 20, 2005*

 [Ferry Terpstra](#), *Senior Manager, PinkRoccade*  
worked with Remco at Getronics PinkRoccade

"Remco and myself worked together a small group of specialists on the development of an organisational maturity model. During this process we shared our experience and learned a lot from each other. I really liked Remco's humor and the out-of-the-box thinking it created. Besides being a serious and professional colleague Remco also provided a good and funny working atmosfer." *May 11, 2005*

 [Arie den Ouden](#), *sr. Project Manager, PinkRoccade*  
worked directly with Remco at Getronics PinkRoccade

"I've worked with Remco at the same company. Remco is an original thinker, planner and achiever. I strongly recommend Remco for any multifaceted project you may have. He's one that brings people together and will get things done." *May 10, 2005*

**1st** Erik Hamburger, (senior) Project Manager, PinkRoccade  
worked directly with Remco at Getronics PinkRoccade

"As a dear colleague Remco has proven himself to be a valuable manager, quickly overseeing complex situations and resolving issues to get the job done. With his indepth knowledge and skillset he provides guidance to several colleagues and businesses." *May 9, 2005*

**1st** Patrick de Boer, Senior Project Manager, Getronics PinkRoccade  
worked directly with Remco at Getronics PinkRoccade

"I have great respect for the way Remco manages complex projects. His thoroughness, well documented way of working ensures that agreed upon project results are met on time and within budget. A rarity made possible by Remco's expertise and experience." *March 23, 2005*

**1st** Navin Natoewal  
was with another company when working with Remco at Getronics PinkRoccade

## Interim Manager

### Sint Maartenskliniek

"Remco has worked with me on a challenging project. He proved to be a resilient and creative person. He was able to maintain course and speed which resulted in a satisfactory outcome of the project." *November 19, 2007*


**Top qualities:** Good Value, On Time, Creative

**1st** Gertjan Dorlas  
hired Remco as a IT Consultant in 2005


## Senior Project Manager

Getronics 

"Remco leren kennen in de periode bij PinkRoccade Atribit. Was een van de beste projectmanagers die ik heb meegemaakt. Naast zijn vakmanschap viel Remco op door zijn 'eagerness' om het vakgebied verder te brengen." *March 20, 2008*

 **Roel de Graaf**, *Directeur PinkRoccade Atribit; Directeur PinkRoccade Finance, PinkRoccade*  
managed Remco indirectly at Getronics


"Remco has got to be both one of the funniest, toughest and committed senior program managers around. Know that sounds rather paradoxical yet people who have worked with and for him know what I am talking about...Very knowledgeable on project process and new developments in this exciting space. Without Remco, Getronics' IT service delivery team at Shell Exploration would never have been such a success." *October 20, 2006*

 **Edze Hiemstra**, *Corporate Vice President, Getronics*  
managed Remco indirectly at Getronics


"I worked together with Remco on several occasions and I know him as a highly skilled project manager. I enjoyed working with him." *May 11, 2005*

 **Egbert Smit**, *Manager Business Development, Getronics*  
worked with Remco at Getronics

"I worked with Remco as my direct manager in the periode i was an employee by Getronics. I experienced hem as someone who was focussed on his work, well-structured person and a good motivator for his team. He was very critical when needed. In case of escalations he was a master on defining the required steps. I still use his approaches and methodologies on Project management" *May 10, 2005*

 **Abdel Imazouine**, *Consultant / project manager, Getronics*  
reported to Remco at Getronics


"I really appreciate Remco, because he is such a special person. His original perspectives, professionalism, humor and dedication are striking. He does not easily give up." *May 10, 2005*

 **Emile Baltussen**, *Manager Salesdesk, Getronics*  
worked with Remco at Getronics


## Manager Research & Development

### Intersystems


"Remco succeeded in regaining control over projects in a company that got out of control. I also admire Remco for his perseverance in keeping in contact with former contacts...." *April 30, 2007*

 **Mark Scheffer**, *Software Engineer, Intersystems*  
worked indirectly for Remco at Intersystems

"Working with Remco in a period of stressful projects was a relief. His way of straightening difficult problems, political or technical, is inimitable and refreshing. Having more managers with his view and vision would make the world a better place." *March 24, 2006*

 **Carel Jan Engel**, *Founder, Owner, Ease Automation*  
reported to Remco at Intersystems

"I have worked with Remco during my stay with Intersystems. I have learnt quite a bit in that time and one of the major contributors towards that learning was Remco. It was a pleasure to see dedication and humour applied to achieve results in a customer friendly way." *May 9, 2005*

 **Ronald Kappert**, *Technisch leider softwaregroep, Intersystems*  
reported to Remco at Intersystems