

Network Associates



Gerard Coops

Professional Biography



Dr. Gerard Coops has a Ph.D. in low temperature physics. After finishing his studies, he worked as a researcher for Dutch-based TNO, the largest industrial research institute in Europe. He held several management positions during this time, including that of Director of Marketing for a cluster of research institutes, and Director of Human Resources for the entire organization of 4,000+ employees – mostly highly educated professionals. As a member of the management team, he merged two institutes and executed a change process for the strategic implementation of a new organizational structure.

Inspired by leadership training he received during this time, he decided to make a significant career change. Today he has his own company, HuReMa Consulting b.v., specializing in management development consulting and training, executive coaching, quality systems and interim management. Gerard works in a flexible network of associates located all over the world, and can offer services in English, Dutch and German. His clientele include ABN/AMRO, BATA, CIBA, Gak, Novartis, TNO and Unilever. He is currently a member of the team of external executive coaches for the ABN-AMRO Bank for the top 200 executives worldwide, and the top 250 executives in the Dutch business unit. For the Center for Creative Leadership in Brussels, Gerard is a lead adjunct trainer. The Center is a non-profit organization focusing on leadership research and training. It has been ranked first in the world for leadership development in Business Week's biennial 2003 Executive Education Special Report. This marks the third consecutive time – and the sixth year running – that the Center has been ranked #1 for leadership education in the biennial survey.

He is certified to use numerous instruments such as the Myers-Briggs Type Indicator, Fundamental Interpersonal Relations Orientation - Behavior, Benchmarks, Leadership Effectiveness Analysis, Profilor, Prospector, California Psychological Inventory, Campbell Leadership Indicator, Belbin Team Roles, and Kirton Adaptation Innovation Indicator. In his leadership training he focuses on the technical business background, as well as the human side of the business. He has been coaching and offering feedback to executives for 10+ years. He feels his own background as a director and interim manager, combined with his coaching skills and experience, enable him to have a deep understanding of the challenges his clients are facing.