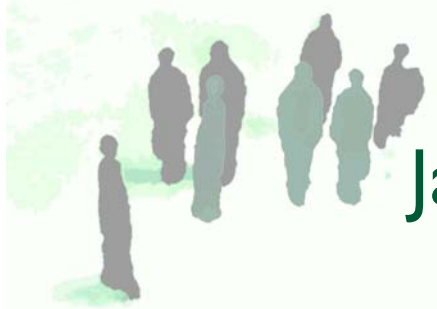


Network Associates



Janhein van Joolen

Professional Biography



Janhein started his own business in leadership development and coaching in January 2006, after some 30 years experience in the banking industry with ABN AMRO Bank. He worked with a variety of individuals, teams and organizations such as ABN AMRO, Benfield Group Ltd. London, Shell Rotterdam, Dutch Banker's Association, City of Amsterdam, Bouwfonds and Phyleon in the Netherlands. He has coached individual clients and teams at every level from high potentials to board members.

His banking career began in the Dutch branch network and he progressed to Manager of Corporate Clients in Dubai for Saudi Arabia and the Gulf States, Deputy General Manager of AMRO Belgium, Executive Vice-President for Dutch corporate clients and Head of Investment Banking in emerging markets. He then made the transition to Head of International Human Resources, combining HR for the international and investment banking divisions. His next challenge was that of Country-Manager in Thailand where ABN AMRO had an important wholesale business and retail business with 120 branches. This integration effort required the use of his highly developed cultural skills acquired from his varied international experiences.

In 2003, Janhein joined ABN AMRO'S Group Leadership Department. He made this move from business to leadership development within the business, because he saw the need for people to be more open, creative and inspired, and he felt he could make his greatest contribution in this area. He was responsible for design, development and delivery of various leadership programs for senior executives and young high potentials. Janhein has been coaching direct reports throughout his career, however it was during this period that he received intensive training as a practitioner to formally begin coaching individuals and teams.

Janhein's passion in his work is to be free, authentic and engaged. Some statements that others have said about him are, "Janhein is an irrepressible spirit and has a drive to initiate. He has a focused curiosity and an extremely engaging manner, coupled with a willingness to integrate. He enjoys learning through the courageous experience of new situations, and has the maturity in taking responsibility in all endeavors."

Janhein has held various Supervisory Board Positions in Italy, Poland and Thailand, and today he holds Supervisory Board positions at the Vos Groep, a company active in the construction industry, at Geofox-Lexmond, geotechnical and geoenvironmental investigation services and at Realize!, a young consultancy firm focusing on organizational transformation.

Ongoing education is very important to him and he has always been engaged in self-development. He holds a Master in Business Economics from Groningen University, has attended many post-graduate courses at a.o. Insead and has participated in programs in Psycho-Synthesis and Bio-Energetics and Group Dynamics at Tavistock Institute. He is certified as a Coach by the Californian MMS-Institute and has also been certified in the MBTI and the FIRO-B psychometric instruments. He is familiar with and practices dialogue work, (inner as well as group dialogues), open circle, group dynamics for team- and individual development. Janhein strongly believes that real organizational transformation can be effected through individual maturity and team maturity where trust and openness are to be key elements of culture.

Janhein lives in Amsterdam and is happily married to Anna, has a son and daughter in their mid twenties.