



AREAS OF EXPERTISE AND ACCOMPLISHMENTS in Total Reward (TR)

Board remuneration	Governance, Remuneration Committee, Audit Committee, Annual report, Shareholders meeting, Risk reduction and management.
Executive compensation	Stakeholder management, Governance, Compliance, Individual Ts&Cs, competitive individual job offers.
Mergers & Acquisitions	Due diligence, negotiations, side-by-side analysis, harmonization, integration, communication with business leaders and employees.
Policies & Practices	TR policies and practices: design, development, implementation, buy-in with senior management.
Capability building / Knowledge transfer	For internal customers like HRBPs and business managers to bring them up to speed and inclusion into the processes. Transitions knowledge as a people manager, also for personal development of employees.
Committees Governance	Initiating, leading and representing Reward in committees i.e. remuneration committee, audit committee, supervisory board, shareholder meetings, annual report, compensation and benefits committees with finance, tax and legal.
Sales incentives	Sales compensation design, plan structure and metrics. Sales operations guidance. Benchmarking.
Compensation	Benchmarking, year-end processes and automation.
Variable pay	Short term incentives, long term incentives / equity, Company life-cycle stage compensation mix.
Benefits	Multinational pooling, employee flexible benefits, retirement plans, pension de-risking and legal changes.
End-to-end innovation	TR value proposition identification, TR transformation projects, TR analytics. Development of plans, processes, systems and implementation.
Operational excellence	Development, impact analysis, transformation, reorganization. Change management, project management. Centers-of-expertise design and implementation / drive it through with the internal customers.
Total Reward (TR) Communications	Communication materials and presentations creation and collaboration with stakeholders (i.e. Rewards, HR, business managers) for buy in and deployment.
International mobility	Programs and plans development (short, long term etc.), assignments, communications. Implementation and deployment for individuals i.e. job offers.
Labor Relations	Scenario's development, plan proposals, internal buy-in / stakeholder management, negotiating strategies and dealing with Works Councils and Unions.
Stakeholder management	Interface, collaboration and co-creation through close partnerships with business leaders, finance, tax, legal, HRBPs, HR operations.

Job classification methodology	Job architecture from global design till implementation. Global projects till individual cases i.e. job evaluations.
Performance management	New continuous performance management methodologies and connection with compensation and variable pay review.

NETWORK

Board memberships (non-executive, advisory):

- Member of international HR and Total Rewards community networks.
- Member Global advisory board WorldatWork.

Political party:

- Talent acquisition of local, regional, parliament and European politicians.
- Board member of regional council.

Community Social Responsibility memberships and activities:

- Business club membership of a society founded in the year 1304.
- Community Social Responsibility growth initiatives and memberships.

Leisure: Gardening, running, cycling. Certified golfer and diver.