

## DRS. DIRK VAN DER VLUGT (1960) Projectmanager - Projectleader



Simplicity is crucial in my idea and approach of project management: what is our goal, why, what is the current position and how are we going to get there?

I mainly distinguish from fellow professionals in the field, in the way to find solutions for the problems to solve. I drill for "eigen(wijs)heid" in the organisation, the project team members and any other people involved in the project. And of course, I naturally use my own eigen(wijs)heid™.

Eigen(wijs)heid™ is my approach, result and trademark at the same time. Eigen(wijs)heid is a dutch word that refers to the combination of individual character (eigenheid), wisdom (wijsheid) and self-conceit (eigenwijsheid). When these components are balanced, you have reached eigen(wijs)heid.

Solutions that result from involved professionals working together, often have higher quality, gain more commitment and most likely an effective lifetime. My tooling is built upon 20 years of experience in business environments, numerous studies-training-courses-books, Prince 2, systemic (organizational) constellations (Bert Hellinger), neuro-linguistic programming (NLP), sports, zen and eigen(wijs)heid™.

I am also a coach - facilitator - consultant - trainer. Respect, quality, depth and passion are important values in the approach of my job and fellow human beings. I can best be characterized as enthusiastic, positive and result driven. A team player with excellent communication skills.

### WORK- & PROJECT EXPERIENCE

I graduated Computer Science at the University of Amsterdam in 1986 as a knowledge engineer. Both Courseware Europe (1986) and Cartesian Products (1998) were small companies I worked for. In 1991 I started at BSO (currently Atos Origin) and worked on many projects for different customers in various roles. CC&C Creative Consultancy & Coaching, my one-man business, was founded September 1999. Assignments are often carried out in professional and pleasant cooperation with several network partners.

Relevant experience in the field of project management and leadership is:

- ◆ The most daring project up till now ... design, build and shape my own company CC&C Creative Consultancy & Coaching: ideas, vision, policy, products & services, relationship management, networking, PR & Communication, website(s), infrastructure, finance, administration, 'staffing' and much more.
- ◆ Coaching managers, entrepreneurs and consultants, 1-on-1 and in groups, with their work and the problems they encounter (DAF Trucks, Enigma Business Consulting, ROC Amsterdam, Randstad Mobility Center, Origin, a.o.)
- ◆ Facilitate (project)teams and departments, during 1 or more days meetings, with various topics such as project kick-off, MT-vision, team-spirit, tasks & responsibilities, plans and actions, parties involved and more (Ministry of Justice, ISC Police, Deltalinqs, ING Postbank, Molenaar & Molenaar, Rabobank Nederland Effecten i.c.w. Human Inspiration, Ministry of Foreign Affairs, Tax Department and Atos Origin)

Creative  
Consultancy  
& Coaching

06 25 51 27 81  
dick@ccenc.biz  
www.ccenc.biz

Pijlkruid 4,  
1991 HD Velsbroek  
KvK nr 34119782



Creative  
Consultancy  
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1991 HD Velslerbroek  
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- ◆ Content Manager Internet (Netherlands Heart Foundation, 2002)  
The result is a conveniently arranged website that is easy to access for all target groups (the Dutch society, care providers, researchers, youth and others). It was my job to extract the needs & desires of the departments involved, and translate these into (functional) requirements and a prototype. Encouragement, consensus and commitment were important issues. Just as project management and subcontracting.
- ◆ Booster of the Taskforce Strategy (Ngi, 2000-2001)  
The final result, a detailed action plan, was presented to the executive committee of the Ngi, Platform for ICT-professionals. By now, all actions are executed by the committee and members of the association. Enthusiasm, persistence and empathy were critical for success.
- ◆ Support Manager (ING Postbank, 1998-2000)  
Together with some colleagues, and paired with a 2<sup>nd</sup> echelon manager, we gave direction to a major change program. Both business process and culture were addressed. Various intervention techniques were used, like training, meetings with management and/or employees, and 1-on-1 coaching. Different models were applied: plateau planning (Nolan Norton), Capability Maturity Model (CMM) and ITIL for the processes, Top Performing Programming (TPP) for cultural change.
- ◆ Implementation of Contract Management (ING Postbank, 1997)  
Within the first plateau, all management processes were identified and defined: a.o. account management, program management and contract management. To guarantee effective implementation of contract management, a combination of training and coaching-on-the-job was taken care of. All management teams, after normal hesitation, were very much satisfied with both the result and the way of implementation.
- ◆ Coordination and implementation of a new budget system (Origin, 1997)  
A new way of organizing the business - in terms of accounts, service practices and geography - required changes in procedures, tasks, responsibilities and budgets. The budget process was supported with new tooling. Timing was critical and the target group of managers had not much time available. It was my job to coordinate the implementation and provide correct budget data to central administration in time.
- ◆ Delivery Manager (Origin, 1994-1995)  
Around 50 colleagues were seconded to a large customer (IBM Uithoorn). It was my job to coach these people, get in touch with their project leaders and work on clear assignments and progression. I also was a member of the IBM Accountteam.

#### EDUCATION, TRAINING, COURSES & SEMINARS

Since my graduation Computer Science (1986), personal development never stopped. I am trained in project- & change management, consultancy and personal development:

a.o. **Systemic (Organizational) Constellation** (Phoenix, 2002-2007), **NLP Trainers Training** (NTI-NLP & Zumaya, 2000-2006), Accreditation Training **Myers-Briggs Type Indicator** (Alert Mgt. Cons. 2001), **Managing Organisational Change** (KPMG, 1997), Priority to **Creativity** (Edward de Bono, 1996), **Project management** (project management development program, project management for project leaders, estimate & calculate, project planning & control 1992-1995).

[www.eigenwijsheid.nl](http://www.eigenwijsheid.nl)