

**CV**  
**Alfred "Doric" STEEVENSZ**  
**Organisational Consultant, Change Manager**

**PERSONAL DETAILS**

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**Nationality:** Dutch  
**Date of Birth:** Born on April 9<sup>th</sup> 1951 in Indonesia  
**Address:** Chet Bakerstraat 20, 1066 GK Amsterdam, The Netherlands  
**Contact numbers:** Home +31 20 615 3473 - Work +31 20 566 3839  
**Email:** doric@sogedo.demon.nl  
**Marital status:** Married, one daughter (1988)

**EDUCATION**

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**University of Amsterdam, Post-doctoral diploma in Change Management** 2008 - 2009  
**University of Amsterdam, Doctorate Degree in Psychology** 1978 - 1982  
**University of Amsterdam, Masters Degree in Psychology** 1973 - 1977  
*Specialisation: Statistics and methods of research*

**CAREER HISTORY**

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**Academic Medical Centre, University of Amsterdam** Since 1993  
*www.amc.nl*

***Personnel Advisor, Organisational Project Manager***

- Advising HR consultants on the remuneration policy of medical specialists and academic staff
- Acting Head of the Social Affairs Department
- Coordinating the Benefits work section
- Responsible for negotiations with Trade Unions
- Member of the delegation managing the integration of the hospital and the medical faculty
- Chairman of various study groups with regards to employee benefits
- Acting member of the Executive Committee & member of the National Labour Committee within the Academic Hospitals Association (VAZ)
- Advising on social policies and information management
- Preparing key factors of the HR planning & control cycle
- Automating registrations of training bodies
- Developing an electronic "spare-time saving card" under the collective agreement "à la carte"
- Managing the automation project "Replacement of the Personnel Information System" (from Beaufort to ZIS)

**Zilveren Kruis (Silver Cross) Medical Insurers** 1990 - 1993  
*www.zilverenkruis.nl*

***Advisor Administration Management, Manager Acceptance Department***

- Advising the company's Management Team on Information Management topics
- Improving the Central Information System
- Analysing the medical use of patients in hospitals
- Coaching Junior Information Management staff
- Setting-up and managing a Central Acceptance Department with a €70M revenue
- Developing company policies
- Managing the Dutch offices
- Improving general administration issues and automation systems & executing financial audits

**Landelijke Vereniging voor Thuiszorg (National Association for Home Care)** 1988 - 1990  
*www.thuisinzorg.nl*

***Advisor Research & Information Management & Chairman of the Executive Committee***

- Chairman of the Executive Committee for 1 year during the merger between two companies (Landelijke Kruisvereniging & Stichting voor Gezinsverzorging) to become The National Association for Home Care
- Coordinating research projects
- Advising Management on the development of information systems: automation & information management
- Selling statistic software: SPSS dealership

**Steevensz & Van Hummel, Researchers & Advisors** 1983 - 1988

***Co-owner***

- Co-owner of agency conducting market research and developing company policies
- Managing the daily business operations
- Managing market research studies and carrying out company policy evaluations

**University of Amsterdam** 1982 - 1983

***Statistician***

- Advising academic staff and students on the use of statistic software, verbally as well as through publications

**Arfo Uithoorn**

*Manufacturer of industrial flexible tubing solution*

1974 - 1978

***Assistant Managing Director (part-time during studies)***

**Military Service, The Netherlands**

1971 - 1972

***Sergeant***

**ADDITIONAL TRAINING**

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- Personal Impact, KSG Berenschot 2003
- Project Management, Twijnstra & Gudde 1998
- Self-Management, De Baak 1997
- Personnel Planning & Control 1994
- Financial Management, Bureau Hordijk 1992
- Market Strategy, Moen & De Roo 1990
- Organisational Information Management, Cap Gemini 1989
- Project Management, Cap Gemini 1989
- Business Economics 1989
- Intermediary between users and automation, Cap Gemini 1989
- Programming in Cobol, Fortran & Pascal, University of Amsterdam 1979 – 1980

## **BOARD MEMBER, EXECUTIVE COMMITTEE ACTIVITIES**

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- Treasurer Foundation 3Hoek (war victims interest group) 2006 - 2007
- Treasurer Pelangi Foundation (Indonesian-Dutch interest group) Since 2002
- Treasurer Homeowners association PHW 1998 - 2003
- Acting member Starters Network, Chamber of Commerce Amsterdam 2000 - 2003

## **LANGUAGES**

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Dutch: Mother tongue

Italian: Fluent

English: good business knowledge

French: good business knowledge

## **PC KNOWLEDGE**

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Microsoft Office, (Visual) Basic, Clipper, FilemakerPro, XHTML, CSS, JavaScript & PHP

## **REFERENCES**

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Upon request