

# Curriculum vitae Frank F. van Berkum

## *Frank van Berkum Consultancy*



### **Position**

Facilitator, manager, organizational development consultant

### **Year of Birth**

1966

### **Years of professional experience**

> 20 years

### **Nationality**

Dutch

### **Languages**

Dutch, English, German, French, Spanish, Bahasa Indonesia

### **Email**

[frank@frankvanberkum.nl](mailto:frank@frankvanberkum.nl)

### **Phone**

+ 31 6 10 65 17 59

### **Profile**

Frank van Berkum is facilitator, manager and organizational development consultant. He is a civil engineer and a lawyer. He has over 20 years of experience in facilitating and leading teams and organizations and strategic development of organizations.

His clients are governments (central, provincial and local level), civic organizations and industry/business organizations.

Frank van Berkum has worked in 9 countries in Europe, Africa, Latin America and Asia. He is very experienced in working in and with different national cultures.

As a person, he is highly capable of developing interpersonal relationships and building trust with people from different backgrounds. People who have been working with Frank characterize him as a bridge builder between people and their interests.

Key words are: result oriented, politically sensitive, effective networker, creative, strategic, capable of motivating people,

### **International experience**

Worked/lived in:

- Europe: Netherlands, Belgium, Albania, Romania
- Africa : Nigeria, South-Africa
- Asia :Bangladesh, Indonesia
- Latin-America : Brazil

### **Education**

1988-1992 Master in Law (LL.M.).

Dutch Law - Free University Amsterdam, Netherlands

Law and development in non-western countries - Leyden University, Netherlands

1984-1988 B.Sc Civil engineering. Speciality: hydraulic engineering. Amsterdam University of Applied Sciences.

1984 Secondary school Blaise Pascal College, Zaandam

### **Training**

2015 International entrepreneurship

2013 - 2014: Organizational Development: *Perception, reality and the influence of the context*

2011 Authentic leadership in action

2011 International entrepreneurship

2008, 2009 Mutual Gains-approach

2006 Consultative leadership

2002 Management Development Course Oranjewoud

2001-2004 Various courses : Leading projects, Time management, Account management, Negotiating

2004 Facilitating complex organizational and group dynamics

1996-1998 Train the trainer

### **Courses on Law & Public administration**

Environmental law, Spatial planning law, Water management law

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### Professional experience

2014 – date      **Frank van Berkum Consultancy (Owner)**

- **Organizational development consultant**
- **manager**
- **facilitator of collaboration (workshops, conferences and longer processes)**

### Assignments:

#### Developing organizations

- Organization: [Hivos](#) (Organization for development cooperation): International organization with 5 Offices on 5 continents, € 100 million turnover, 300 staff.  
Transition manager.  
Implementing organizational transition, as a consequence of change in development cooperation policy of Dutch Ministry of Foreign Affairs and decreasing financial resources. Phase out activities, build up new ways of working and activities.

#### Facilitator of strategy meetings, conferences, workshops.

- Facilitator of Final conference of [Pro-Tide](#), European programme on Tidal Energy. Pro-Tide aims to further develop the use of tidal energy systems in North West Europe, focusing on innovative systems operating at sites with small differences in tide levels and/or low flow rates.  
Final conference sharing expertise from pilot projects in UK, France, Belgium and the Netherlands, carried out between 2013 – 2015.  
80 Participants. Stakeholders from all 4 countries. Dover, UK, 30 September/1 October 2015.
- Chairman of final conference of [EMOVE](#), European programme 'Estuaria on the Move'. In the project "Estuaries on the MOVE" (EMOVE), four partners from four different North Sea Region countries (The Netherlands, Belgium, Germany and Sweden) work together to provide insight on what we know and need to find out by research or pilots to maintain accessible, flood safe and ecological resilient estuaries and ports.  
60 Participants. Government officials, research institutes and consultants from all 4 countries. Antwerp, Belgium, March 2015.
- Strategy meeting of [Antea Group](#), Business line environmental management: focus 2015-2017 ; participants: management team. Duration: 1 day. January 2015.
- Final symposium of 'Highway of the future' (['Weg van de Toekomst'](#)). Oss municipality / Province of North Brabant. Evaluation of sustainability measures in construction of N329 Highway. 60 participants . Duration: 1 day. November 2014.
- Business case workshops [Tidal Testing Centre Grevelingendam](#), The Netherlands. Duration: 1 day. 25 participants from waterboards and governments from Belgium, France, UK and The Netherlands. November 2014.
- Facilitator of conferences, brainstorm sessions and workshops [Amnesty International Netherlands](#). Subjects: international policy, internal organization, participation of volunteer members. 25 – 50 participants (management, director, staff and volunteering members). September 2014 – April 2015.

1995-2014      **Antea Group (previously Oranjewoud Consultants)**

### Facilitator of conferences, workshops and symposia.

Some typical examples

- Strategy meetings with management of Water Board Rijn en IJssel (January – September 2013).
- Dialogue meeting of Amsterdam municipality and Antea Group on infrastructural needs and collaboration (September 2013).

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- Dialogue meeting of Houten Municipality and Antea Group on organizational development needs (March 2014).
- Business case workshops Tidal Testing Centre Grevelingendam, The Netherlands. Duration: 4 days. 25-30 participants from public organizations (Rijkswaterstaat, water boards), private and research organizations in the Netherlands. February – April 2014.
- Meetings on strategy and focus of Water Board Groot Salland, with staff and management. Duration 1 day / meeting. 4 days. Ca 25 participants. January – April 2014.

### **2006 – 2014**

#### **Organizational Development Consultant**

##### Variety of assignments:

- Individual development, Team development, Business Development.
- Developing and implementing : Mission, vision, strategy, corporate values, (re)defining ambitions, efficiency, partnerships, personal growth.
  
- Roles: Organizational developer, facilitator, trainer, coach.
- Clients: Industry, Civic organizations and Governments (Central government level, regional and local governments)
- Some features of the organizations I work with:
  - Size: From 3 - 1500 Staff
  - Level: Boards, Executive Directors, Management, Staff
  - People: Professionals - Volunteers – Streetchildren
  - Objective of the organizations: Entreprises - Government - Civic Organizations
  - Scale : From multinational firms - Local organizations
  - Type: Structured Organizations - Project Organizations – Network organizations
  - Development of the organizations: Growth, Budget cuts, Change of role, Mergers of organizations.

### **2006 – 2012**

#### **Manager of Antea advisory Group 'Organization & Management Consultancy'**

Responsible for:

- strategy and development of advisory group (3-5 years)
- business acquisition;
- development of consultancy services on organizational development and management consultancy
- individual professional development of team members.

### **2008 – 2009**

#### **Manager of Antea Advisory Group on 'Urban & Rural Development Consultancy'**

Advisory Group on urban & rural development

Responsible for:

- strategy and development of advisory group (1-3 years)
- individual professional development of team members.

### **2001 – 2006**

#### **Commercial manager Environmental management.**

Responsible for market share of Oranjewoud (turnover, profit), quality of products and services, contract management/financial management and development of new services.

### **1995-2001**

#### **Trainer / Adviser**

- Adviser on engineering projects and the practical impact of law & legislation
- Trainer of social skills, advisory skills, communication, networking, commercial skills, facilitation of organizations and

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groups

- Coaching of individuals, teams.

### **International experience**

#### **South Africa (2009 – date)**

Institutional development of a Community Development Organisation in Paarl township, Western Cape  
Implementation of organizational development.

#### **Indonesia, South Africa, Brazil (2011- date)**

Setting up International urban development project. with participating organizations from 4 cities (Cape Town, Jakarta, Amsterdam, Rio de Janeiro). Key elements :

- social development, economic development and development of the physical living environment.
- learning
- entrepreneurship.

#### **Albania (1995 and 2004 - 2009)**

Twinning Support project for Agency of Environment and Forestry (Ministry of Environment)

Team leader and senior adviser.

Organizational development of the Agency.

Donor: The Netherlands, Ministry of Foreign Affairs

Saranda Water Supply and Sanitation project;

Assessment of technical and institutional status of the local water supply, sanitation and waste water system.

Donor: EC/Phare

#### **1991 - 1994 DHV Consultants**

##### **Bangladesh (1994)**

18 District Towns Project for Water and Sanitation. Donor: DGIS/Dutch Government

Institutional development advisor

Draft of model by-laws on local water supply and sanitation in 18 towns

Creation of commitment of the involved stakeholders (central government, local governments, consumers)

Advising in legal procedure of passing the by-laws

##### **Nigeria (1993)**

National Water Rehabilitation Project, IBRD/ World Bank

Technical adviser. Site visits regarding the actual condition of water supply schemes (civil, mechanical and electrical engineering, geohydrological). Report of condition and proposed rehabilitation of the schemes. Project management.

##### **Indonesia (1991 - 1992)**

#### **Integrated Kabupaten/Kotamadya Infrastructure Development Programme (IKIDP)**

Donor: DGIS/Dutch Government

Urban planning consultant. Five year planning of urban infrastructure (towns of 50.000-100.000 inhabitants)

Analysis of decentralisation of competencies in the public works sector (national level to regional and local level)

### **Other relevant activities and positions**

#### **Sabbatical leave**

2009 (aug.-dec.)

South Africa; Theater production in Mbekweni township (Paarl), Western Cape.

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Development and performances of theatre production 'Vuka Uzenzele' ('Stand up and do it yourself') with disadvantaged youth in township. 4 performances, total audience 1,000. Cooperation on personal basis with local township organization.

### **Amnesty International Netherlands**

2010 - date: Chair of Membership Council of Amnesty International Netherlands

2010 Facilitator/chairman of development of 5 year strategy 2010-2016 of Amnesty International Netherlands

### **Rochdale Housing Association, Amsterdam**

2004-2009

Rochdale, Housing Association in the Amsterdam region (housing stock 50,000). Member of advisory board on societal policy of Rochdale.

### **Aladin - Association for Law and Development in non Western Countries), University of Leiden, Netherlands**

1999-2007

Member. Platform for the exchange of expertise between science, consultancy and governments regarding issues of law and development in non western countries in practice.

### **Small Change Foundation**

2012-date

Board member. Foundation that partners with Lukhanyo Youth Development Organization in Mbekweni township, Western Cape, South Africa.