



PERSONAL DATA

Marjon Reiziger
Drift 2
3941 DC Doorn
M: +31646081292
E: marjonreiziger@gmail.nl

Languages Fluent in Dutch, English, French and German
Countries worked in >15 countries in Africa, Suriname, Albania & Romania; long and short term missions

FEATURES

- Professional in Management Development & Evaluation and HR
- Encourage, coach and train people
- Energetic, inspiring and dynamic in undertaking new projects and opportunities
- Managing teams, departments and programs and projects
- Matching the right people at the right functions (recruitment)
- Emphasis on social and corporate responsibility in energy and water bodies
- Knowledge of Microsoft office
- Change management projects
- Special attention to design and communication

SPECIFIC PROJECTS designed and implemented in the field of:

- HRD (International e.g. water) professional projects; Re-organization change processes in the HR field
- Training Programs established and implemented in organizations, int. and national
- Management Development (MD), design, set-up and implementation projects throughout
- Program- and project management expertise
- Coaching of managers and trainees
- Female leadership programs and development of diversity programs
- Teacher / trainer at Sioo and independent trainer
- Board positions in social organizations since 2003
- Speaker at "Zij Spreekt"

EDUCATION

- 1976 - 1981 **S.O.L. Utrecht**, teacher
- Education, Education, specializing in adult education
 - Handicrafts & textile art, Art History,
 - Project education and audio-visual techniques
- 1988 - 1991 **Wye College, University of London**, Post-graduate studies in Agricultural Development
- Planning, monitoring and evaluation of projects,
 - Economical and Social Survey methods
 - Project Management
 - Women in Development
- 1999 **ISBW**, Communication Management
- 2006 **National Academy of Management, University of Groningen**
Post-graduate education in "Management of Change"
- 2010 Train the trainer in the **Appreciative Inquiry methodology**

August 2015

WORK EXPERIENCE

2012 - present	<p>Netherlands Water Partnership and Ministry of Foreign Affairs, program manager Young Expert Program Water & Agrofood</p> <p>Set-up and implementation of a 5-year program to sent abroad young water expert to 44 countries; responsible for the recruitment and selection; Set-up of the handbook working abroad: Set-up and implementation of a training program; Set-up of a monitoring and evaluation system. Due to success of the YEP Water, a new 5 year program is developed for Agrofood. Team of 10 persons</p>
2010 - present	<p>Vitens Evides International, Project manager</p> <p>Capacity building activities for short- and long term experts (workshops) Set-up of capacity building programs and Water Operator Partnerships</p>
2011 - present	<p>Coaching of Individual managers and young talents on career development, capacity development and personal development</p>
2012 - present	<p>Master classes Water for experts working in the international Water Sector on the themes of the advisors role, process and models and change management (development of the initial idea</p>
2012 - present	<p>Sioo, education & training, change management and organizational development, and creation of SOURCE training course for the international water sector; target group experts and managers / directors</p>
2012	<p>VPRO, Diversity program: advice regarding talent development within the organization and development of staff (MD program) Develop processes and procedures for talent development into a practical Handbook</p>
2011	<p>ROC Central Netherlands: Leadership Program for the Board of Directors and Executive Creative Directors and ROC in collaboration with Professor H. Wittockx</p>
2011	<p>Union of Water Boards, designing and setting up of an international HR handbook for 23 boards (processes and procedures for working abroad)</p>
2010-2012	<p>ecbo, center for vocational education sector, advice regarding the organization and development of staff (MD program), translating scientific report into practical advice for diversity menu</p>
2010	<p>Siennax , advising the organization on matters of internal processes, interviews with HR directors about learning management</p>
2009-2010	<p>Vitens Evides International, Project manager set up of professional international HR policies, preparing an HR manual process and procedure descriptions, through 12 projects in which employees were involved</p>

2008- present	MFG Advies and Divers Advies , Advice and Consultancy for design and implementation of HRM and diversity programs in business, civil society and government: designing management development programs and Recruitment and coaching. Assignments: NPS / VARA / AVRO / BOS / VPRO; Ebatech; Dollard College; Water Alliance; MBO Council (ROCs); Vitens; WECF; coaching of individuals
2006-2008	Aqua Vitens Rand Water Ltd, Ghana, HR Director Water / Vitens , responsible in the national water company for HR strategy, HR processes and HR cycle, set –up of a 1 million dollar training program, re-organization. Directing team of 12 regional HR managers, 37 HR advisors and 5 administrative staff, staff of 3000 total operating <ul style="list-style-type: none"> • Set up of a Health&Safety program for employees and families of Ghana water company • Set up of campaign about Health&Safety in the villages around the production plants (e.g. about clean water and sanitation) • Set up of a prevention program for hiv/aids and the roll out
2006	SNV Regional Office West and Central Africa (WCA), Ghana/Benin , Communication strategy for the region of West Africa, 9 country offices about the strategy of SNV to 2015 Water and sanitation, agriculture, value chain, energy and natural resource management
2003-2006	Nuon, Senior Advisor Management Development and Diversity. Responsible for the design and implementation of the Talent Management Program (80 participants); monitoring and promotion to top 100 positions at board level. Coach of managers and trainees. Advisor to the Board in terms of diversity, women's creation of Nuon (from 8% to 30% of women in management positions)
2000=2003	Nuon, Interim Manager Relations Unit "Sustainable Energy" , responsible for Internal & External Communications, projects with McKinsey; Also Member of Central Works Council, committee chairman and PR strategy; Design of CSR project, wheelchair factory in Albania
1996-2000	AIDEnvironment Consultancy, Sr. Consultant and MT member , responsible for MD and design training programs, recruitment; Short missions in Ghana, Washington, Geneva. Seconded for 1 year as consultant at World Wildlife Fund for the design and implementation of an Internet-based Leadership College for all project directors of WWF International. Coaching of directors on distance bases
1993 - 1996	Gesellschaft für Projekte Agrar (GFA), Germany, Sr. Management Development Consultant , responsible for Management Development program for 60 countries in 5 continents. Developed and implemented a special program for the junior experts. Also responsible for HR database and for the search of experts (consultants and project directors). Short term missions in Madagascar, the Comores, Guinea Conakry and Kenya on training needs assessment and ZOPP workshops
1988 - 1993	Gesellschaft für Agrar Projekte (GFA), Burundi, Consultant , design of training programs, identification and evaluation of development programs and projects for different donor organizations

1987	Management for Development Foundation (MDF), Co-trainer "Logical Framework" method for project directors from developing countries in the French language
1985 - 1987	Arcadis / Euroconsult, Burkina Faso, Advisor , responsible for socio-economic research and the set-up of the department at the Office National des Barrages et des aménagements Hydro-agricole (ONBAH)
1981 - 1985	SNV, The Netherlands development Organization, Burkina Faso, Program manager , Netherlands Development Organization, Burkina Faso, development of women co-operations on agriculture products, team of 10 female advisors

TRAINING

2010-2013	Design and art courses with visual artists
2007	RDM, Coaching Techniques, Roles and Responsibilities
2005	Focus 8 Lectures on Management Development
2004	Coaching skills, Brick Myers Type Indicator (MBTI) workshops;
2003	McKinsey team building workshops; Teambuilding workshop, financial management workshop
2002	Nuon College Debating and "Value-Based Management" training; Nuon College, Basic leadership program for 8 months
2000	Proposal writing, team building workshops
1988	Methodology training "Objective Oriented Project Planning" (OOPP)

BOARD POSITIONS

2011 - 2014	Cancer Foundation "Kanker in Beeld", board member
2008 - 2012	Women in Europe for a Common Future (WECF), Member of the Supervisory Board, Vice Chairman
2001 - 2006	Both Ends, Board Member, portfolio management and business development / training
2003 - 2005	AIESEC LAR, LAR Board of AIESEC Amsterdam, student organization