

Personal details

Name: Walk
First name: Daphne
Address: xxx
Utrecht
Date of birth: 19-12-1974
Nationality: Dutch
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Experience

- 02-2012/current WALK4WORK, Human resource management
Owner consultancy firm for HR advice, HR interim solutions & training
- 08-2010/02-2012 Deutsche Bank,
Head of HR Services Netherlands & Member Management Committee HR NL
Manager HR service center

Achievements: set-up of the national HR administration and payrolling
Recruitment, training and development of the HR team (12 fte.)
Positioning of HR in the organization through networking and corporate communication
- 04-2008/08-2010 Deutsche Bank,
Sr. HR Business Partner & Member Management Committee HR NL
Manager HR Business Partners, including own HR BP area

Achievements: managing, from HR perspective, the merger with Deutsche Bank
Design & development of HR policies and processes: leadership, resourcing and compensation
Professionalizing HR department
- 12-2004/04-2008 ABN AMRO
HR Business Partner
HR advisor for Risk Management & Corporate Clients departments

Achievements: managing reorganization: organization design, matching process, workers council, internal communications
HR Project advisor on the merger with Deutsche Bank
Running culture change project
- 05-2003/12-2004 Yacht HRM
HR Consultant, Client: ABN AMRO

Achievements: Consultancy on outplacements and redeployment
Handling recruitment on HR jobs
- 05-2001/05-2003 Het Expertise Centrum (HEC)
HR project manager, Clients: "Raad v Rechtsbijstand, Ministerie van LNV, GG&GD"

Achievements: set-up of recruitment process and competence management
Support on trainee programme

01-2000/05-2001	<u>KPN</u> <i>Project lead set-up department, personnel planning & training</i>
06-1999/12-1999	<u>Libertel</u> <i>HR officer millennium project</i>
01-1999/05-1999	<u>Travelling South America</u>
12-1998/08-1998	<u>ABN AMRO</u> <i>callcenter officer</i>

Education

2001-2003	<u>Master in Advanced Labour Studies / Human Resource Management</u> University of Amsterdam Amsterdam Institute for Labour studies (AIAS) (Diploma: December 2003)
1993-1998	<u>Law school</u> University of Maastricht (Diploma: Augustus 1998)

Courses

2011	How Company Communication for excellence
2010	University of Utrecht Philosophy and Ethics
2008	OPP Netherlands MBTI (Myers Briggs Type Indicator): certified trainer
2006	De Baak Consultancy for professionals De Baak HR Course: managing managers and employees
2003	Amsterdam Institute for Labour studies (AIAS) Lifecycles and working patterns
2002	Zuidema Office Competence management
2001	Focus Conferences Effectivity on training: how to measure and improve

Language skills	Dutch: fluently / English: excellent
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