

PROFILE

[Gerard van der Molen](#)

organizational development |
critical thinking skills | mentoring

- *don't outsource your thinking* -



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Netherlands



[LinkedIn](#)



[video](#)

EXPERIENCE (SEE LINKEDIN FOR ALL)

2018 - now [gerardvandermol.com](#)

development | critical thinking | mentoring

2017-now: *Founding Partner of [Authentic Organization](#) & [The Authentic Organization's Podcast](#)*

2014-2018: *Founder & Owner [whitematterlab](#)*

organizational development | learning &
development | culture change | critical thinking

2004-2014: *Sanoma. Sr. VP Learning &
Development (10.000+ FTE); Chief HR Officer
Sanoma Media (6000+ FTE)*

2001-2004: *VP HR Baan/Invensys (3000+ FTE)*

1997-2001: *Royal Ahold international HRD
consultant*

1995-1997: *General Manager
Incontext Polska, Warsaw*

...

GERARD

PRAGMATIC

ANALYTIC

CREATIVE

HUMOR

VAN DER MOLEN

EDUCATION

2014-2016

master course socratic
dialogue & follow-up, Bolten &
Van Rossem (2015/2016)

socratic dialogue, Bolten & Van
Rossem (2014)

2001-2014

miscellaneous

2000-2001 (post-academic)

dynamics in management, Utrecht
University; change management,
Management Center Netherlands

1981-1987 (academic)

philosophy, University of Groningen;
educational technology, University of
Twente

MAIN CAPABILITIES

organizational
development &
change

mentoring

critical thinking

- international human resources management
- strategic HRM
- learning & development
- talent development
- change management
- HR technology