

Curriculum Vitae Tonnie van der Zouwen

Personalialia

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Education and professionalization

- Master of Science in biology at Utrecht University and Leiden University, specialization ecology and environmental policy, 1980
- Master of Change management at Sioo, Netherlands, April 2002
- Management Development trajectory Deloitte & Touche, 1998 – 2002
- Member of the Dutch Order of Organisation Consultants (Ooa)
- Member of the Society for Organisational Learning (SoL)
- Member of the Academy of Management
- Participant in a platform of Sioo for PhD candidates who are doing research in their own practice, since 2004
- PhD research at Tilburg University, under supervision of Prof. Dr. Jac Geurts; graduation planned end 2010

Current practice

My practice concerns inquiry, advice and training for organisational change and multi stakeholder collaboration. I use participative approaches, such as Large Scale Interventions and Learning Histories, in order to reach supported short term objectives as well as building of change capacities for sustainable change. In this area I operate as consultant, facilitator, trainer, researcher, teacher and writer. A substantial part of my clients are senior consultants who want to learn how to work more participatory. My vision, experience, services and way of working are described on www.tonnievanderzouwen.com

Employment

- Teacher of biology in secondary and vocational schools (1980-1990); head of the biology department, member of the general didactics committee
- Senior consultant and manager of the policy consultancy group and at Engineering bureau DvL in Weert, Netherlands (1990-1994)
- Senior consultant at SGS Ecocare in Antwerp, Belgium(1994-1995); start-up of a Dutch regional office, account manager for local authorities
- Manager and senior consultant quality management at Deloitte & Touche, at several offices in the Netherlands(1995 - Jan. 2003); leader of a consultancy group; competency leader department Process Support, a group of up to 70 consultants

Additional functions

- Self-employed consultant under the moniker Van der Zouwen Organisatieadvies (Jan. 2003 – present)
- PhD candidate at Tilburg University, research on effectiveness of Large Scale Interventions, supervisor Prof.Dr. Jac Geurts (Jan. 2008 - present)
- Supervisor master students Organization Studies, Tilburg University (Sept. 2009 - present)
- Coordinator of SoL Academy, department for capacity building of the Society for Organizational Learning Netherlands, see www.solonline.nl
- Initiator and moderator of “knooppunt innovatie”, a portal for professionals interested in organisational aspects of innovation see www.knooppuntinnovatie.nl (until Jan. 2008)
- Board member of the foundation “De Kracht van het Huis”, a network on resilience (the capacity of people to develop even in difficult circumstances) see www.dekrachtvanhethuis.org
- Co-initiator of a network around the philosophy of the Logic of Feeling of Arnold Cornelis, see www.arnoldcornelis.ning.com

Publications

- *“Een website als groeimiddel: bekend raken met je eigen concept”*
Chapter in the book “Ruimte maken voor onderzoekende professionaliteit”. An article on how making websites contributes to getting acquainted with your own professional concepts. Eds. Gerhard Smid and Etiënne Rouwette. Published by Van Gorcum, Assen, Netherlands, 2009
- *“Leerblokkades in organisaties signaleren en aanpakken”*
Article on detecting and approaching learning obstacles in organisations, based on my concept “The logic of will, discipline and communication”. Published in HRM in de praktijk, a Dutch HRM handbook. Published online by Kluwer, Deventer, Netherlands, September 2007

The article is translated in English, not published yet
- *“Learning Histories in Learning and Change Projects: Making History with a Passion”*
Contribution to Chapter 5 of Gerhard Smid in the book “Intervening and Changing. Looking for meaning in interaction.” Eds. Jaap Boonstra and Léon de Caluwé. Published by John Wiley & Sons Ltd, Chichester, England, 2007
- *“Learning Histories”*
Online handbook on Learning Histories as method for participative change. Published online in English by Tonnie van der Zouwen on www.learninghistories.net, 2005 - present
- *“Large Scale Interventions, a participative approach for change”*
Online handbook on LSI. Published online in English and Dutch on www.largescaleinterventions.com, 2005 - present

- *“Koppen bij elkaar”*
Article on possibilities, pitfalls and conditions for peer intervision. Written together with Mark de Koning. Published in *Personeelsbeleid*, a Dutch journal for human resource management. Published by Sdu, Den Haag, Netherlands, April 2004
- *“MT in de fishbowl*
Article on a Real Time Strategic Change trajectory at Water Board De Dommel. Published in *Het Waterschap*, a journal of the Dutch Union of Water Boards, published by Sdu, Den Haag, Netherlands, February 2003
- *“Certificering op basis van het INK-model”*
An article on combining certification procedures of ISO 9000 management systems with total quality models. Published in *SIGMA*, a Dutch journal of quality management. Published by Kluwer, Deventer, Netherlands, June 2002
- *“The logic of will, discipline and communication”*
A concept for organisational change, based on the philosophy “The logic of feeling” of Arnold Cornelis; includes a workbook with methods and sources. Published online in English and Dutch by Tonnie van der Zouwen on www.tonnievanderzouwen.com, February 2002 - present