

Short CV



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Hans Vermaak is an independent consultant, lecturer and researcher.

He has worked as a consultant since 1987. His principle area of consulting concerns change management related to complex issues in organizations. He works both in the private sector and in the public sector. A substantial part of his work takes place in an international context. He is associate partner of the Twynstra Gudde Management Consultants where he heads a knowledge center on 'change management'.

He professionalizes change agents both in company and in university programs. He is associate partner of Sioo, Inter-university Centre for Development in Organizational Studies and Change Management, where he shares responsibility for running a postgraduate program 'Advanced Change Methodologies' for experienced change agents since 2003.

As a researcher he received honors for his PhD research on innovation around complex issues. The corresponding publication 'Enjoying Tough Issues' received the 'best book' award of the Professional Association of Management Consultants in the Netherlands. He now does research on 'extraordinary practices' in organizations.

He has well over a hundred publications in his name on subjects such as changing and learning, systems thinking and research. He has received several publication awards. His English publications include the handbook "Learning to Change; A Guide for Organization Change Agents".