



SARI VAN POELJE

Consultant leadership agility, innovation and change

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QUICK FACTS

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Companies that trust in my capabilities

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Years of work experience

OBJECTIVE

Drs Sari van Poelje is an international consultant, executive coach and trainer. She is the managing director of INTACT, international training, coaching and consultancy. With offices in Budapest and Goteborg, and associated offices in Antwerp, Milan, Lyon and Paris, the company offers executive coaching, management consultancy and training programs for coaches, consultants and leaders.

Sari has 30 years experience of coaching and consulting with managers and directors in a multinational business setting. She has been a consultant and coach for such diverse companies as IFF, BMW, Claas, Carmeuse, ING, Prezi and GE. Sari has also fulfilled senior director roles in various international corporations such as KLM, EMI music, ASML and Shell for 23 years.

She is a licensed teaching and supervising transactional analyst, PCM trainer, NOBCO-EMCC accredited as a master coach, master systemic team coach and is currently applying for her ICF MCC. Her passion is co-creating change in an organizational setting and team agility. She has published numerous articles on leadership, coaching and organizational change.

For more information go to: www.intact1.com.

EMPLOYMENT

managing director leadership and change consultancy at Intact b.v.

Bussum, Noord-Holland, Netherlands

In 1985 I founded my own consultancy firm INTACT International Training & Consultancy. I provided professional services in three areas: agility and innovation, leadership development, organizational change and executive team coaching.

Examples of projects include:

- accelerating agility and innovation in various multinationals
- restructuring and cultural change in companies ranging from food industry to telecom
- design and implementation of corporate universities and leadership programs in company.
- executive and team coaching

managing director at Intact Academy

Budapest, Hungary

The Intact academy has been offering internationally accredited coaching and consultancy programs for more than 30 years. Intact Academy has given programs in the Netherlands, France, Hungary, Italy, Rumania, Russia, Estonia, United Kingdom, Mexico, Peru, Spain and the United States.

The ICF accredited programs will allow you to be more successful in your (work) life and to facilitate behavioural change at the individual, group and organizational level.

Our mission is to create sustainable behavioural change and to teach others to do so as well.

www.intact1.com

September 1985 – Present

www.intact1.com

February 1985 – Present

**founding partner at International Process
Consultancy**

February 2009 – October 2013

Luxemburg, Luxembourg, Luxembourg

We are an international consultancy firm with offices in more than 10 countries worldwide. We are all senior business consultants with experience as executives in multinationals.

Our mission is to support sustainable behavioral change in organizations. The way we do our interventions reflects the changes you want to make.

We provide interventions that enable leaders to envision and communicate change efficiently, middle managers to acquire mutual accountability for change and employees to help resolve issues that impede performance.

senior consultant at Shell

October 2006 – February 2007

Den Haag, Zuid-Holland, Netherlands

Responsible for strategic change initiatives within Shell global.

Examples of projects include:

- Improving effectiveness of the Trading organization
- Supporting Tax leadership team in creating world class Tax by 2010.
- Designing leadership development program for senior executives within Shell.

global director Talent Development at ASML

September 2002 – January 2006

Veldhoven, Noord-Brabant, Netherlands

Responsible for all training, leadership development, career development and succession planning, and performance management worldwide (17 countries, 52 locations).

Developed and implemented the following major projects:

- Developed worldwide individual performance management process and application.
- Developed and implemented on line corporate university.
- Developed and implemented worldwide career and succession planning process.

Director HRO at EMI Music

September 2001 – September 2002

Hilversum, Noord-Holland, Netherlands

Responsible for all HR&O processes and procedures. Specifically hired to support the merger process between EMI and several other labels, including Virgin and Dino.

Developed and implemented the following major projects:

- Co-developed and implemented merger of three major labels.
- Intervened in marketing department, to reinstate leadership and cooperation..
- Developed leadership development curriculum.

managing consultant at Berenschot

September 1998 – September 2001

Utrecht, Utrecht, Netherlands

Responsible for major clients and change projects. Specifically hired to develop products and processes within the organizational development and management development areas.

Responsible for leading major consultancy projects. Examples are:

- Development and implementation quality in building association towards ISO.
- Reorganization of factory floor food industry:to support high performance teams. .
- Development and implementation of leadership programs, based on action learning.
- Research project learning for leadership in 5 multinationals to develop alternative leadership development methods, through on the job key learning experiences.

**Project leader corporate management development
at KLM / Transavia**

www.klm.com

September 1996 – September 1998

Amsterdam, Noord-Holland, Netherlands

Responsible for corporate training and consultancy in KLM. Specifically hired to set up worldwide leadership development for KLM and to implement change programs in Transavia.

- Developed and implemented corporate university for KLM's top 500 worldwide.
- Developed and implemented supporting training to change Schiphol into major Hub.
- Consultancy in Transavia for cabin crew reorganisation.

**University lecturer Human Resource Science at
Catholic University Brabant**

September 1990 – September 1995

Tilburg, Noord-Brabant, Netherlands

EDUCATION

Responsible for lectureship and guidance students in master's degree:

- Co-development of new HRS department and curriculum based on case study method
- Lecturing on multidisciplinary HRS subjects, specifically on organizational development
- Mentoring students master's projects and thesis
- Initiating business projects for research and traineeships
- Publication mainly on resistance to change

Academy of executive coaching
London, London, City of, United Kingdom

Systemic team coaching (Msc)
January 2013 – June 2014

Gottmann couples therapy
Amsterdam, Noord-Holland, Netherlands

Relational coaching (facilitator)
September 2012 – February 2013

Systemic Team agility
Luxemburg, Luxembourg, Luxembourg

(accredited team agility coach)
January 2012 – June 2012

NOBCO-EMCC
Amsterdam, Noord-Holland, Netherlands

(master coach accreditation)
January 2012 – December 2012

KCE
Bucharest, Bucuresti, Romania

(Process Communication trainer and coach)
January 2006 – December 2006

Grubb institute
London, London, City of, United Kingdom

group relations (facilitator)
January 2002 – January 2003

Metanoia Institute
London, London, City of, United Kingdom

supervision (Msc)
January 1996 – June 1997

International TA association

(Teaching and Supervising Transactional Analyst)
January 1988 – January 2003

Universiteit Leiden
Leiden, Zuid-Holland, Netherlands

organizational psychology (Doctorandus)
January 1981 – January 1988

Europese school Brussel
Brussels, Brussels Hoofdstedelijk Gewest, Belgium

(Baccalaureat)
January 1979 – January 1981

International School
Madrid, Milan, Brussels

(High School)
September 1970 – June 1981

ACHIEVEMENTS ATTAINMENTS

Board memberships

Member of the ICF and EMCC board in Hungary.

Vice President International TA Association (2009-2011)

Vice-President of European Association for Transactional Analysis and President Dutch TA Association (1992-1996)

Member of European TA association, International Coaching Association and European Coaching and Mentoring Council (1988-).

PUBLICATIONS

The three levels of leadership

May 2015

Coaching with Transactional Analysis

September 2014

"Sessions without borders, the work climate." Responsibility and Success Transactional Analysis as a Management Decision	June 2013
TA and organizations: a volume of selected articles	August 2012
Keeping the TAO torch alight – Berne after reading	March 2010
Learning for leadership revisited	November 2004
Learning of leadership. In: MD in the Netherlands, NFMD, red. Paffen ROI management development too low	November 2003
Learning for leadership	June 2002
Affirmative Action, In: Leerboek personeelsmanagement. F. Kluytmans (ed).	April 1996
Organizational development of autocratic systems	April 1995
Contracting for organisational change	July 1994
Resistance to Change	June 1992
Volume of articles 'Common heritage and cultural perspectives	June 1990
A closer look at affirmative action, in : Emancipatie aan het werk, Steensma et al. (red)	January 1988

LANGUAGES



Dutch
●●●●●

English
●●●●●

French
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German
●●

Italian
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SKILLS
JOB-RELATED



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Supervision, Management and OD consultancy, Team agility and innovation, Developing coaches, consultants, leaders, Executive and team coaching



SARI VAN POELJE

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John Parr

Sari is intelligent, capable, clear thinking and a brilliant communicator. I have worked with Sari on projects, for her as a consultant trainer, employed her to train on my behalf and worked together with her in a team as colleagues and when I was the President of an international association. Sari has a wide experience and is a valued and trusted colleague.

Vann Joines, Ph.D.

I had the pleasure of observing Sari teaching and training in Transactional Analysis. She is an excellent teacher and trainer and enjoyable to listen to. I recommend her highly.
Vann Joines, Ph.D., Teaching and Supervising Transactional Analyst

Eda Gloria Pogany

I've known Sari as the trainer of my TA group in Hungary for two years. Sari is a person who demonstrates high integrity and personal values, has a great in-depth knowledge of TA based coaching, the functioning of groups, teams and tribes and most of all the people who make these up :-). She is a highly knowledgeable expert at the same time sensitive, open to the group impulses, has the empathy, flexibility and willingness to change the route she had in mind as the group needs arise. Equally important is that she keeps the group on course and gets the desired results and outcomes. She does this with a great sense of humour, playfulness and creates a relaxed atmosphere. More difficult to capture is the kind openness and responsiveness that develops around her, like in sisterhood. Sari is an expert in how she reacts to people, being with them, without necessarily going where they are, moving the ground as a genuine leader, showing her students their development areas firmly, and supporting them along their way kindly. For me, being her trainee is a great experience and a constant, powerful sense of support by all means.

Dónal Ó Néill

I have known Sari for over seven years. She is my teacher of Transactional Analysis. She comes to her profession from conviction and she lives what she teaches. She is one of the best teachers I have met. She has worked at top management in some of the biggest multinational companies and now she heads her own very successful multinational training and consultancy institute

Lucas Van Wees

I know Sari as a dedicated professional who has a broad view on the different aspects of what makes people and organizations tick.
Over the years she developed an interest and specialised which became the basis for her current activities and the company she established. This is where she unites her talent and passion, a true delight for her (potential) customers..

Lucy Freedman

I worked on several projects with Sari. She is an effective and caring organizer and manager, who allows sufficient lead time for things to get done.
She is clear on the intent behind the work being done, follows through, contributes with creativity and humor, and maintains excellent relationships over time. I would gladly work on any project with Sari, knowing it would have a very high chance of success.

Ronald Van Domburg

Sari was my coach during the start period of my new business and she helped me to find out what my strengths and talents are and how to use them to build my new company. It was always a great pleasure to visit Sari and to talk with her about all my questions and my searching. I am grateful for her help and sincere interest in me and my business

Twan van de Kerkhof

I highly value Sari as a person and a professional. She has a deep knowledge about leadership development and is easy-going while still asking tough questions. You won't get away easily and still feel perfectly happy.



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Arthur Romeijn

Sari is a warm, professional and pleasant person to work with. I thoroughly enjoyed working with her and being trained by her. I would recommend her for complex assignments related to people management and change management.

Sophie Locatelli

Sari is my sponsor for Transactional Analysis certification. I attended several workshops she led. Working with her is as you would enter a long interior journey. When Sari works along with you, you feel as you were the most important person. Organisation and group oriented, she is a fine and powerful specialist to help you to understand group dynamics. Sari has also an important background and knowledge of multicultural issues. I surely recommend to work with Sari.

Krisztina Tóth, Ph.D.

Sari is a Transformer. Life Transformer. I completed her 3-year TA coaching program which resulted in lots of positive changes in my life, my relationships and my work. She showed a vision, shared her knowledge, and supported me along the way. An extraordinary learning experience that was fun, action, and adventure worth taking!

Cathelijne Dortmans

Sari is a down to earth and very pleasant person who can combine theoretical knowledge with practical suggestions and innovative ideas. She is capable of looking through you and giving you direct and constructive feedback.

Allen Adler

I highly recommend Sari as a coach and writer - I have read her work, have had the chance of going over a number of issues with her and have received excellent coaching advice. Highly recommended.
Allen Adler

Ágnes Jagicza

Sari is an excellent teacher, coach. Her ability to provoke and to open people up towards behaviour change and continuous personal development is outstanding and inspiring.

Dominique Frantzen

Sari is a warm, inspiring and at the same time crazy person. In the best sense of the word of course. She gives people the right direction to develop themselves whatever their level, responsibility or experience. Her ability to listen, advise, stay close and maintain a respectfulness at the same time, is unique. She looks into organisations, processes and individuals without prejudice and adds new angles to the potential approach. Human and an integrity one expects from a coach, teacher or consultant of this high level. Her never-give-up attitude makes people laugh and cry, makes people think and reflect. She changes people, business or private. One gets better after meeting Sari, whatever the reason. She values life!

Margit Sleuwenhoek

Sari is a competent trainer and leader, who works with joy, love and brilliant brains. The various ways of dealing with the things as they come suits Sari, she shows flexibility and is highly developed as a coach, trainer and leader. Brains and balls!
It is a pleasure to be co-trainer in her programs.

margit sleuwenhoek

Tibor Oszlanszki

Sari is one of the best people who I have ever got to know. She is a very professional, well qualified, experienced coach who can show to her clients how they can change to become a better man, leader, colleague, etc. Above it her personal positive attitude something great what I can experience only at few people in my life. I can offer her with really warm-heart to everybody!
Just meet with Sari and you will know :)

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Alex Engel

Sari van Poelje is a leading professional in the field of Transactional Analyses in Business. Her long and international experience and her pleasant 'way of being' made every participant of the Masterclass 'Transactional Interventions', she gave for the Life University training institute, very happy. All participants were impressed by her workshop.

Guido Kramer

I have known Sari for more than 13 years now, since we have met each other at Transavia airlines (a KLM subsidiary) at the HR-department. We have stayed in contact ever since. Sari was an inspiring colleague, in fact she was ahead of her time on OD- and talent related topics. Her vision in those days appears to become the truth of today. Sari is innovative and has a sharp vision and judgement on people and organizations, both she can help develop any further. She makes people grow and has shown great leadership and consulting skills. I can sure recommend her in any kind of corporate and senior consulting environment.

Zoltán Csigás

I had the opportunity to be a student in Sari's TAO programs for three years and what I've got was a real life-changing experience. Besides being an academic-level theorist in TA, Sari is a coach and trainer with exceptional skills. Through short and long processes throughout the years she has highly contributed to my personal and professional development. Working with Sari? Highly recommended!

Katalin Galambos

I feel lucky that I met Sari. I know her as a person with deep knowledge and experience not only in the field of Transaction Analysis, but also about human beings and life in general. I enjoy her trainings very much, where I can have first hand experience on how the theory actually works on me. Though learning and working on ourselves can be very hard, thanks to Sari's relaxed, creative and entertaining teaching style I always feel energized by the end of the training days. Her knowledge, empathy, warm-hearted OK-OK style as she deals with her clients to help them to set up and realise their objectives is very stimulating for me. „Tough love.” I have much to thank Sari both in my professional and personal life. I recommend Sari wholeheartedly.

Barbara Máté

Sari is an excellent and non-conventional mentor-coach on your personal change using wide tools of transactional analysis (TA). She can help you to learn, to become more and develop in and used by TA. Many other trainers were invited to her workshop-training as guest trainers, so we could know really different knowledge and style, too.

Matti Hemmi

Sari has been a very influential person in my personal and professional development. I feel very lucky having her as a coach, and as a supervisor of my certification process in Transactional Analysis. She is very precise at her work, and at the same time, very good taken care. I definitely recommend her for any job she decides to tackle.

Linda Kolonits

I met Sari while I was studying Transactional Analysis. Sari's gift is to present complicated things in an easy and understandable manner, so that you could tackle all the difficulties and see the horizon with optimism. Her curiosity and willingness to share from her wisdom and experience, combined with her sense of humor and tones of energy, makes Sari to be a real professional and a lovely person.

Jan Roording

Sari is one of those consultants who inspires you the most! She has the ability to work with you on a very personal basis on business topics! She is persistent on a very social way. She delivers results directly and indirectly to put people first! It was/is very nice to work with her!

Péter Geréb

Sari guided me into the very complex world of human psyche using transactional analysis as a system of windows to look through from different angles. So I could discover the very deep layers of my ego as well as others. Now I myself can help people to find their own solutions for their problems. And all these were attained in the course of a very enjoyable process.



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Judith van de Luijngaarden

Sari is an excellent trainer. Her knowledge of change in organisations and coaching is very helpful. Furthermore she is very well capable of adapting her teaching and coaching to the wishes and needs of the trainees. Besides that, she makes excellent contact with all trainees and coachees.

Bálint Vojnits

During the trainings held by Sari or by her group you can just feel the deep knowledge and understanding of TA. Because of this credit you can also learn very easily what the training is about. I like expertise when it is about quality. I believe that the ROI of such investment is recognizable.

Zsófia Szabó

Sari is one of the most valuable, sensitive and experienced consultant/coach I have ever met. Taking her TA trainings gave me a reliable TA knowledge and also empowered me to apply the methodology in my client works.

The dates of her trainings always shined in my outlook. I did wait for the 2 days trainings with excitement as always got something to go on with.

I recommend Sari sincerely.

Klaas Wassens

Sari sees T&D as 'interventions' that require a change management approach. That may sound simple but in the traditional world of T&D that is a refreshing view, that opens up a world of creative and entrepreneurial solutions for engaging and communicating with employees and stakeholders.

Margarita Bernal

What I admire the most of Sari as a trainer is the combination of being soft at the relation and very clear and playful in transferring her knowledge and expertise of TA. She makes TA easy to understand. In my opinion she lives TA.

Margarita Bernal

Mihaela Andronic

I have worked with Sari since 2004. Her professionalism, integrity and care as consultant, trainer and coach are a model of excellence and impact. I strongly recommend Sari for organizational and individual development interventions.

CORALIA SULEA

Sari is a very good trainer: clear and structured content and well aware of trainees' needs, more than this, she teaches with her whole personality, being fully present and connected. The knowledge Sari provides has impact for both personal and organizational development. She adjusts easily to other cultures. Coralia Sulea, PhD.

Felipe Garcia

Sari is a potent, dedicated professional who is effective in leading and training people in support of their mutually agreed upon goals. I highly recommend Sari as a trainer and group facilitator.

Felipe Garcia

Jaap van Dijk

As Individual Performance Management project leader, Sari showed great determination to overcome resistance, combined with a fine feeling for the behavioral consequences for managers and HR&O. She shows flexibility to react to managers' needs and can stress providers to deliver. Without her, major results of the project had't been realized!

Jacques Moreau

J'ai le plaisir de recommander chaudement Sari. Elle est une collègue de haut niveau de qualification dans son domaine professionnel et une personne humaine de grande qualité. J'ai toujours apprécié chez elle sa créativité, son enthousiasme et son amour de la vie. Sari a une grande capacité pour entreprendre, mener des projets internationaux et mobiliser des personnes. Vous sortirez transformé d'une rencontre professionnelle avec elle.

Claus Weichel

Sari as a consultant can force the team to think in new ways, refocussing the strategy, very valuable and hands on.

I appreciate the work with Sari to seek new strategic options and create high performing teams.



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Martin Bertok

I've met Sari at different TA professional occasions and always found her to be a highly professional and ethical colleague.

Jeroen van Duijvenbode

Sari is a professional I know as demonstrating a very high drive to achieving results. She has a truly global view, being sensitive to cultural differences across countries.

Martine van den Bosch

Sari heeft in 2008-2009 voor mijn bedrijfspoot InterCollegiaal een aantal eendaagse workshops TA gegeven voor coaches. Sari is als TA begeleider een vakvrouw. Een krachtige, warme persoonlijkheid die het groepsproces vanuit leiderschap vormgeeft.

Annette Aarts

To achieve the CTA grade as a TA professional in the organisational field I choose Sari as my supervisor. What I appreciate in her teaching and supervision is that she is very clear and consistent in the standards that students need to achieve to reach the CTA grade. She is very capable in addressing the underlying script theme that students need to overcome to be ready for the exam, as I experienced myself as well. Because of her international background and working style she invited me in a natural way to join the international TA community and to broaden my boundaries in this respect, in addition to broadening my boundaries regarding the aspect of professional and personal growth.

Pat Vitarelli-Joseph

Sari is a resourceful, creative and results oriented individual.

Peter Szabo

To be a student in Sari's course means a lot more than just learning new approaches and new concepts. Thanks to her it is a "time and place" to learn about dedication and professional application - from her!

Debra VanDyk

Sari coaches with pragmatism and flexibility to meet organizations where they are in their development. She provides clear thought process, vision and tools with a firm insistence on delivery and accountability toward the end goal, and is very direct on her coaching. Sari asks the tough questions, supports and validates decisions with good knowledge, practical suggestions, and a sense of humor, with insight into behavior. Coaches individuals to find the answers for themselves, provides direction on process, implementation, and issue resolution to support transformational change.