



## Freerk Wortelboer

Independent consultant, Freerk Organisatieontwikkeling

### Projects and publications

**Consultancy  
projects  
(selection)**

Management Development in health care organisation for mentally handicapped.  
Training sessions ,action learning, working conferences, learning projects, coaching.  
Connecting organisational objectives to change processes and individual development.

Development programmes for faculty deans, heads of department,  
young professors and HRM professionals at universities

Design and implementation of a system for identification, selection and development of  
high potentials in a health care organisation

Mediation and strategy development in a law firm

Culture change project at a governmental Authority.

Culture change projects in training institutes in transport and logistics.

Management development in a process of expansion and upgrading in industry

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Organisation design of an inspection agency of a ministry

Improvement of cooperation at a consultancy agency through conflict mediation,  
organisation restructuring and coaching of management

Improvement of cooperation at a primary school

Strategy development and implementation for a merged production organisation

Design and implementation of performance management systems for various  
organisations

Recruitment, selection and assessment for general management, financial  
management and accountancy positions.





### Conferences and teambuilding

Conferences and teambuilding programmes with groups of 5 up to 300 participants in many organisations, e.g:

- industrial organisations (multinational management teams);
- ministries;
- consultancy agencies;
- trade union;
- research institutes and universities;
- central organisation for housing of immigrants

### Training

Development and execution of training programmes on issues such as:

- Leadership
- Mediation in group conflicts
- Designing and leading working conferences
- Communication
- Project management
- Negotiating and handling conflicts
- Performance management
- Effective teamwork
- Consulting skills
- Organisational change

### Coaching

Individual coaching of managers and professionals in various organisations.  
Team coaching

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### Publications

Academic Leadership. An Honour or a tall order? 2008. De Galan & Voigt.

What is a working conference and how can you use it in a change process? Freerk Wortelboer en Adrie van den Berge. Originally published in: *Samen in de modder. De rol van HR bij veranderingsmanagement. Kluwer, 2006*

How do you design a working conference? Freerk Wortelboer en Adrie van den Berge. Originally published in: *Samen in de modder. De rol van HR bij veranderingsmanagement. Kluwer, 2006*

A, van den Berge & F. Wortelboer(eds.) *Werkconferenties, ontmoetingsplaatsen voor verandering.* Assen, Van Gorcum, 2002.

A book on working conferences and large group interventions in the Netherlands.

Various articles (in Dutch) on issues such as teambuilding, managing changes, resistance to change, working conferences



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