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## MARTIN STAM

Facilitator of Change / (Team) Coach

### PERSONAL PROFILE

Connecting with others is what I consider to be my natural talent. Through intensive education, coaching, training and through a number of leadership trails in nature, I know exactly what I can and cannot do. And what I do and don't want. I connect with others based on authenticity, equality and integrity.

Always focused on getting the best out of myself, others and the team. Building trust is the foundation for me to achieve commitment and results.

By observing without judgment and with wonder I perceive trust and security. With a healthy dose of humor and full of energy, I am mainly focused on what works.

I believe that if there is a good balance between attention to performance and attention to people, the optimal result will be achieved.

As co-founder of Aspire Company I support, management and expert teams in improving the way they work together. I also have a coaching practice for executives.

My clients call me inspiring, a good listener, pragmatic and creative and open. Also honest, when I am required to challenge someone.

### WORKEXPERIENCE

#### Partner

##### Aspire Company (2016 - today)

Within Aspire Company I design and facilitate programs for culture change, leadership and team development and I also coach on an individual basis. My clients include Geldmaat, HERO Interim Professionals, Rabobank, FrieslandCampina and the Stedelijk Museum Amsterdam. More information: [www.aspirecompany.nl](http://www.aspirecompany.nl)

#### Facilitating wilderness trails

##### Foundation for Natural Leadership (FNL) (2018 - today)

The FNL offers individuals and organizations unique leadership trails and initiatives in nature in Europe and Africa. I have guided trails in Umfolozi (SA), the Alps and Italy.

In addition, I facilitate the Natural Leadership year.

For more information, see: [www.naturalleadership.eu](http://www.naturalleadership.eu)

#### Culture Change Program Facilitator

##### Rabobank Nederland (2014 - 2016)

Culture change program primarily aimed at the executive and senior level of the bank. Result: measurable improvement of the corporate culture.

#### Various management positions Rabobank

##### Rabobank (1979 - 2014)

During my career at Rabobank I had the opportunity to fulfill a number of different management positions. At a young age (28) I became the youngest general manager of a local Rabobank within the organization.

In addition to being general director twice, I also took up the position of commercial director at various Rabobanks.

Result: high customer and employee satisfaction and healthy financial results.

## QUALITIES & COMPETENCES

- Connector and coach
- Communicator and inspirer
- Increase Engagement
- Direct no-nonsense approach, result-oriented
- Bringing cohesion and structure
- Style Flexibility
- Leadership experience combined with facilitator skills
- Energy, enthusiasm and humor
- Always curious without judgement

## ASSIGNMENTS

- Team development
- Culture change
- Leadership Development
- Coaching and coach-the-coach trajectories
- Interim management, widely applicable  
Management of a business unit, department or team where themes such as improving mutual cooperation and creating trust play a role.
- Lean processes to improve efficiency, for example.
- Change management or reorganization
- Assignments where it is important to focus on Performance and Health of the organisation

## SPEAKER / CHAIRMAN OF THE EVENT

Also available as chairman of the day or inspiring speaker, making an event or employee meeting really interactive and inspiring. An event then really has an impact, which is discussed for a long time to come.

## ANCILLARY POSITIONS

- boardmember ' Friends of Leekerweide'
- chairman sports accociation Spartanen
- member facilitators committee Foundation for Natural Leadership

## INTERESTS & HOBBIES

- Reading
- Cabaret
- Sport
- Vitality
- Personal development
- Psychology

## EDUCATION

### Erasmus University Rotterdam

MSc Business Science 1998

Graduation variant Change Management

### Werenfridus college Hoorn

HAVO 1978

## OTHER STUDIES & TRAINING

### Heart Math certified coach

Certified coach Building Personal Resilience™ based on Heart Coherence - 2024

### Relational Presence

Certified trainer Authentic Presentations, Effective Meetings and High Performing Teams - 2022

### Systemic Work / Family Constellations

Bert Hellinger Institute 2020-2021

### Personal Branding & Social Selling

4 days training - 2020

### University Leuven

MOOC Existential Well-being Counseling - 2020

### Presencing Institute - Oxford

Foundation Program - 2018

Theory U - Otto Scharmer

### The MMS Institute Coach Training

Professional Certified Coach

International Coach Federation - 2017

### Co Resolve / Deep Democracy

Certified Practitioner - 2017

### Myers Briggs Institute

Certified MBTI Practitioner step I and II - 2016

The MBTI instrument is the most widely used personality test worldwide. The MBTI profile provides a strong foundation for personal growth and development and supports greater personal effectiveness.

### Aberkyn - a McKinsey Company

Various facilitating training program - 2014 - 2016

### Lean Centre of Excellence

LCS Black Belt 2016

### Course Business Science

3 years post HBO education - 1994 - 1996

### Finance and Business Administration

- Practical diploma accounting 1979
- MBA (Modern Business Administration) 1981
- SPD I - (State Practice Diploma for Business Administration) 1986