

Curriculum Vitae Tonnie van der Zouwen



Personalia

Name: Mrs Dr. Anthonia van der Zouwen MCM (Tonnie)
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Education and professionalization

- PhD research at Tilburg University, graduation 2011
- Master of Change management at Sioo, Netherlands, April 2002
- Master of Science in biology at Utrecht University and Leiden University, specialization ecology and environmental policy, 1980
- 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

Current practice

Research, education, consultancy and training in the field of organisational change and innovation together in multi-stakeholder processes. 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. I am known worldwide as a specialist in the Large Scale Intervention approach, a process with one or more interactive conferences with large groups of stakeholders.

Employment

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| 2014 - present | - Professor (lector) Sustainable Working and Organising at Avans University of applied sciences |
| 2012 – 2020 | - Co-founder and partner of Alignment.nu, a collaboration of specialists in Large Scale Interventions, see www.alignment.nu (Dutch) |
| 2003 – present | - Director-owner Van der Zouwen Consultancy; independent consultant, researcher, trainer, teacher, lecturer |
| 2009 – 2011 | - Supervisor master students Organization Studies, Tilburg University |
| 2008 – 2011 | - Independent PhD candidate at Tilburg University, research on effectiveness of Large Scale Interventions |
| 1995 – 2003 | - Manager and senior consultant quality management at Deloitte & Touche, at several offices in the Netherlands; leader of a consultancy group; competency leader department Process Support, a group of up to 70 consultants |
| 1994 – 1995 | - Senior consultant at SGS Ecocare in Antwerp, Belgium; start-up of a Dutch regional office, account manager for local authorities |
| 1980 – 1990 | - Teacher of biology in secondary and vocational schools; head of the biology department, member of the general didactics committee |

Additional functions

- Member of the Science Board of the Dutch Society of Management Consultants (Ooa)
- Founding Deputy Editor-in-Chief and community manager of the scientific international journal Challenging Organisations and Society.reflective hybrids, see www.cos-journal.com
- Coordinator of SoL Academy, department for capacity building of the Society for Organizational Learning Netherlands, see www.solonline.nl
- Member of a research platform of Tilburg University, coach of PhD-candidates
- Founder and manager of several online knowledge networks

Publications

- June 2015 **Developing Corporate Citizenship with Large Scale Interventions: Application and assessment of effectiveness of a whole system approach**
For special Issue Large Systems Change, Transformation and Transitions: An emerging field. When is the LSI approach effective for development of Corporate Citizenship and how can this be observed and evaluated. To be published in 2015 (submitted for review)
- 2013 **Socioperception and the Emergence of an Economy of Meaning: The key role of socioperceptive people in transforming organisations and society.**
(co-author of Alain de Vulpian)
The role of empathy and socioperception for sustainable organising. Journal Challenging Organisations and Society.reflective hybrids, Vol.2 Issue 2
- 2013 **Power and Consultancy. From heroic management to collective leadership**
(co-author of Peter Heintel)
The need for development from management control to leadership, opening doors for new path into an unknown world. Journal Challenging Organisations and Society.reflective hybrids, Vol.2 Issue 2
- 2013 **Kwaliteit als Cultuur: ruimte voor de innerlijke 'drive' van HBO docenten**
(Dutch, co-author with Lieteke van Vucht Tijssen and Eva van der Fluit)
How the combination of top-down boundary setting and organisation wide involvement of stakeholders can stimulate a quality culture, providing space for craftsmanship of teachers. THEMA Hoger Onderwijs, 2013 nr. 3
- 2012 **Detecting and Approaching Obstacles for Collective Learning**
How the logic of Will, Discipline and Communication contributes to selecting the right intervention strategy and methods for collective learning to build change capacity. Published in the journal Challenging Organisations and Society, Vol. 1 Issue 1, October 2012
- 2012 **Bijsluiter effectief gebruik Large Scale Intervention (Dutch)**
Chapter in the book "Praktijkboek Large Scale Intervention". A Client Information Leaflet with checklist for effective use of LSI. Eds. Rob de Wilde en Antonie van Nistelrooij. Published by Kluwer, Deventer, Netherlands, 2012.

2011	<p>Building an evidence based practical guide to Large Scale Interventions. Towards sustainable change with the whole system</p> <p>PhD thesis on success factors for sustainable organisational change with the participative approach Large Scale Interventions. Published by Eburon, Delft, March 2011.</p>
2010	<p>Practice what you preach: Large group conferences as member check in intervention research</p> <p>Article on creative methods for intervention research. Published in Profile, International Journal for Change, Learning, Dialogue. October 2010</p>
2010	<p>Lernblockaden in Organisationen erkennen und beseitigen (German)</p> <p>Article on detecting and approaching learning obstacles in organisations, based on my concept “The logic of will, discipline and communication”. Published in Profile, International Journal for Change, Learning, Dialogue. October 2010</p>
2009	<p>Een website als groeimiddel: bekend raken met je eigen concept (Dutch)</p> <p>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</p>
2007	<p>Learning Histories in Learning and Change Projects: Making History with a Passion</p> <p>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</p>
2005- present	<p>Learning Histories</p> <p>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</p>
2005 - present	<p>Large Scale Interventions, a participative approach for change (English and Dutch)</p> <p>Online handbook on LSI. Published online in English and Dutch on www.largescaleinterventions.com, 2005 - present</p>
2004	<p>Koppen bij elkaar (Dutch)</p> <p>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</p>
2003	<p>MT in de fishbowl (Dutch)</p> <p>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</p>
2002	<p>Certificering op basis van het INK-model (Dutch)</p> <p>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</p>