



DRS. TANJA NIEBUHR

REGISTERED ORGANISATIONAL PSYCHOLOGIST

PROFILE

Inspiring, no nonsense and capable strategist who knows how to:

- Vitalize management in a highly professional, wholehearted, and unifying way.
- Outline company policies to bring out the best in employees and their results.
- Create healthy, conscious companies, including multicultural organisations.
- Train and coach managers/directors in succeeding at a harmonious work-life balance.
- Build strong and steadfast bridges for international communication between companies and countries.

Type of person; purposeful, energetic, provocative, proactive, humorous, warm-business and binding.

Work style; crisp, efficient, practical, analytical, professional, transformative and groundbreaking.

CERTIFIED SKILLS & QUALIFICATIONS

2000

Post Graduate Education, Mediator, NIP
(Dutch Institute for Psychologists)

1995 – 1999

Post Higher Education
NLP Master (Professional Communication), Phoenix, Utrecht

1982 – 1987

University of Amsterdam, Industrial Psychology
(Mass Communication)

1978 – 1981

Bachelor Hotel Management / Management Science
Hogere Hotelschool, The Hague

1971 – 1978

Pré University Education
1^o Vrijzinnig Christelijk Lyceum, The Hague

EXPERIENCE

1994 - present

Niebuhr Corporate Wellness Management

- Former name: Rhubein Inspiration Management, Houten, The Netherlands Interim management, consultancy, coaching and training in:
- Leading organisations into inspiring work places.
 - Co-creating strategies that fit companies' missions, with a human touch
 - Guiding and directing managers in serving business visions
 - Achieving personnel effectiveness matching the required client services
 - Mediating and unifying contradicting interests
 - Supporting personal growth paths by enlarging awareness in being

My clients are based in customer-related service industries, profit and non-profit:

Hotel and Food Service Industry Training Centers Municipalities
Airline Industry Banking IT businesses
Housing Industry Accounting Insurance Companies
Architects Consultancy Technology
Amongst many others:
ABN-AMRO-Bank, DNB (Dutch Central Bank), Schiphol Airport,
Transavia, KPN Telecom, UPC, Peugeot, Oxfam, Municipalities and
Suzlon Energy B.V.

1987 - 1994

KPMG Klynveld Management Consultants, Utrecht, The Netherlands

1990 - 1994

HR Manager

- Creating HRM policy for 350 consultants
- Directing and facilitating company partners in implementing HRM policy
- Managing a team of HR professionals

1987 – 1990

Management Consultant

- Change Management for national/international clients
- Recruiting Managing Directors
- Running Management and Organisation audits
- Creating Social Policies in companies
- Drafting Terms of Employment
- Advising family companies in succession matters



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PERSONAL TRAINING

2003 – 2013
Aerobics and Pilates Instructor
Enneagram Personality Type Trainer
Feng Shui Coach
Basic Ayurveda

1987 – 1994
Recruitment
Change Management
Project Management
Strategic HRM
Dutch Labour Law
Job Rating

LANGUAGES

- Dutch: native language
- English: listening and reading very good, speaking and writing good
- French: listening and reading good, speaking and writing sufficient
- German: listening and reading good, speaking and writing basic plus knowledge
- Spanish: listening and reading more than basic knowledge, speaking and writing basic
- Hindi: in the very beginning of all

INTERESTS

- Travelling: India has stolen my heart for many years now
- Feng Shui: Love to create harmonious surroundings
- Ayurveda: A key to healthy lifestyle by its holistic principles
- Dancing: Enjoying life with music and laughter.
- Gardening: Designing enchanting sceneries matching the local environment

ACTIVITIES

2004 – 2015

Release Relax, Houten

It is my pleasure to move and inspire people, encouraging them to improve their balance, flexibility and coordination. I enjoy teaching Pilates, Yoga, Body Shape and Mindfulness to create more awareness of body and mind interaction.

PERSONAL INFORMATION

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