

Hans Bedet

managing director BeDamCo International

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Get it done !



Professional Background

- Entrepreneur with proven track record in building business and creating Networks
- > 10 years consultant at Boardroom level
- > 10 years Top HR professional in Blue Chip Companies

Strengths

- Organizational skills, structured approach, getting things done
- Business partner at Board level; independent advice towards Supervisory Boards
- Results driven, getting things done
- Straightforward, no nonsense

(Corporate) Experience

- **Owner/Director of BeDamCo International (2011 -)**
 - ✓ Projects related to Maritime Safety & Security
 - ✓ Sustainability on a international scale
- **Owner/Director of Bedet Consultancy (2002 -)**
 - ✓ Trusted advisor on Remuneration Policy and Corporate Governance on Supervisory Board and Management Board level
- **Towers Perrin: Managing Director (2000 - 2002)**
 - ✓ Building and leading the Reward practice The Netherlands and Benelux,
 - ✓ Member of the European Leadership Team
- **Royal Philips Electronics (1998 – 2000):**
 - ✓ Sr Director Management Conditions and Remuneration with global responsibility for top-500 management of Philips International
- **KLM Royal Dutch Airlines (1988 – 1998)**
 - ✓ Sr Vice President HR and Industrial Relations ;
 - ✓ Deputy EVP Human resources KLM Group
 - ✓ Member of the Management Team of the KLM Pension funds
- **Royal Dutch Navy (1976 – 1988)**
 - ✓ Sr Staff Member at the Defence Academy, teaching Physics and active in research Underwater Acoustics

Expertise

- Boardroom & Executive Remuneration and Corporate Governance
- Performance management processes and performance share plan design
- Business development with proven track record in successfully building business
- Experienced HR Professional with > 10 year experience in blue-chip Multinationals
- Masters degree Actuary (1990), in depth knowledge of Pensions
- PhD degree Physics & Mathematics (1976), teaching, mentoring and research
- IMD Lausanne (1994) and Amsterdam Institute of Finance (1998)