



Paul Donkers

founding partner & chief executive officer

"my passion is to help improve business performance, to create winning teams and to coach for effective business leaders"

Paul has more than 15 years of corporate experience in the global career services industry as an entrepreneur and a general manager. Of which four years in the c-suite as a senior executive and board member at the Benelux operation (app. one billion in revenue) of a fortune 500 company. Combined with his experience as an independent entrepreneur, he knows what it takes to build and run a business. Including the behavior of the people involved to make it sustainably successful. Being a strong communicator and with a calm character, he loves to work with people. As a leader he is known to be hard on the matter, but soft on the people.

After his deep dive into corporate life as a General Manager, Paul initiated tèn company in the beginning of 2009. Inspired by the demand from individuals and teams for high impact advice, but given by seasoned executives with personal experience. Yet, delivered in a consistent way, supported by proven methodologies and rigorous certification for the consultants. For the third time in his career, he built a company from scratch. Today, tèn company has grown into an European boutique firm that transforms performance and coaches its senior management and high potentials to their next performance level. The firm is known for its fully personalized programs. The differentiator is that their programs are only delivered by seasoned executives.

Next to his work as a business leader, Paul always stayed involved as a consultant. Paul has worked (and works) in the corporate world for Philips, BP, Unilever, Sara Lee among many others. After founding tèn company, Paul also works for family owned businesses and independent medical specialists. Over the years, he has coached more than a 1000 people in their professional life, including turn arounds of companies and teams.

Paul lives with his wife and their two teenage daughters in Breda, The Netherlands. He enjoys to play golf, go for a run, good food and to travel around the globe with his family.

Experience

International Experience:

- Working in the Global LHH Organization from 1999 – 2009
- Working as General Manager for LHH in The Netherlands, Belgium and Luxemburg between 2006 – 2009
- Languages: Dutch mother-tongue, English fluent. French & German advanced.

Corporate life:

- Initiated and created LHH in The in 1999 as 'intrapreneur'. Served as it's General Manager from 2000 – 2006
- General Netherlands Manager LHH Belgium, The Netherlands and Luxemburg from 2006 – 2009
- Member of Executive Committee of the parent company of LHH, The Adecco Benelux group from 2006 - 2009 (size: app. 1 billion € in revenue)
- member of European leadership team of LHH

Lifelong learning:

- Stakeholder Centered Coaching, Marshall Goldsmith Institute/Prism (Salt Lake City, USA, March 2011)
- Management Research Group (www.mrg.com): 360 degree Strategic Leadership Development, (London, UK, september 2009)
- LHH (various trainings in delivery & sales between 1999 - 2008)
- Myers Briggs Type Indicator (Brussels, Belgium, 2002)
- SHL, Occupational Personality Questionnaire (Utrecht, The Netherlands, 1999)
- Bsc. (undergraduate) in Career Management & Human Resources from Academy Man Labour in 1995, cum laude, Tilburg, The Netherlands

Praise:

- President's award for Exceptional team performance in 2004 (strategic team sale & delivery to Sara Lee worldwide) from Lee Hecht Harrison Worldwide, Phoenix, Arizona, USA
- President's award for Exceptional Performance by a General Manager in 2001 from Lee Hecht Harrison Worldwide, Naples, Florida, USA
- 2nd prize Thierry award for best Thesis from Catholic University Brabant in Tilburg, The Netherlands in 1995

Professional Affiliation:

- Toastmasters International
- LHH Europe alumni

Areas of Expertise:

- Founder & entrepreneur of 3 companies: LHH The Netherlands (1999), LHH Luxemburg (2008) & tèn company (2009):
- Turn around (LHH Belgium: 2008)
- Executive Coaching - Leadership Development (LHH Consultant: 1999 - now)
- Multicultural Team building (GM LHH Benelux, Global LHH Leadership)
- Executive leadership (executive management & board member Adecco group Benelux)
- Public companies / Fortune 500
- Family owned companies

Levels of Experience:

- CEO – CFO
- HR
- SVP – VP
- Medical specialists

Industry and functional experience:

- General Management and c-suite
- Finance & Administration
- Human Resources
- Working in matrix
- Fast Moving Consumer Goods
- High tech electronics
- Pharma
- Health care

Representative Clients:

- Royal Philips Electronics
- Unilever
- Friesland Foods Campina
- BP
- Hewlett Packard
- KPN
- Sara Lee Douwe Egberts
- Coca Cola Enterprises
- Tom Tom
- ABN AMRO
- Draka
- Atrium/Orbis hospital
- Merck Sharp Dohme