



R.L. de Hek

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Profile

Over the last 15 years Leon de Hek has been working as a consultant in the Banking Industry; the last couple of years as a risk management and compliance project manager in the investments domain. Leon's flexible and pro-active manner makes him well suited for such positions. Besides being a good sparring partner regarding content related issues, Leon possesses excellent social and communication skills. Thereby allowing him to build and foster relationships, while retaining the overview.

Which assignments suit best

Project manager in a complex (international) environment, in which analysing possible solutions with experts can be part of the assignment.

Education and courses

- Nijenrode Business University (drs., IDP/MSc; www.nyenrode.nl)
- HTS Autotechniek (ing.)
- Financial Risk Management (FRM; www.garp.nl)
- PRINCE2 practitioner certified
- IPMA C certification in progress (www.ipma.nl)
- Consultancy Skills (several courses over the years)

Work experience

Leon de Hek has 15 years of experience as a project manager / consultant in the Banking Industry in the following areas: Investments, Compliance, MiFID, Risk Management, Asset Management, Private Banking, Mortgages and Cash Management. He has successfully performed the following roles (chronological order, starting with the most recent assignment):

ABN AMRO MeesPierson – 2,5 years; current assignment (in closing phase)

- Overall Project Manager / Program Manager
- Introduction of approved investment propositions (DPM, Advice and Execution Only) and its pricing. Initiated by upcoming prohibition of kickback fees (RDR/MiFID 2). Result was a major change in business model and way of working, and therefore a huge impact on P&L, employees and clients.
- Overall responsible (implementation to branches, client communication, press, process changes, IT, training of employees and stakeholder management)
- High-profile project with fortnightly reporting to MT ABN AMRO MeesPierson and regularly to Board of Directors of ABN AMRO.

ABN AMRO MeesPierson – 10 months

- Project Manager
- Introduction of new risk profiles and asset classifications in the context of the integration of ABN AMRO and Fortis MeesPierson
- Internal and external communication, process changes, training of employees

SNS Asset Management – 3 months

- Interim Risk Manager
- Several Risk Management areas (operational risk, market risk and credit risk)
- Aligning Portfolio Managers, Client Services and Operations.

ING Investment Management – 4 months

- Project manager and business analyst
- Operational Risk Scan
- Start up of project to redesign front office processes and systems
- Creating awareness among all stakeholders, setting up and starting up the project

SNS Asset Management – 8 months

- Interim Risk Manager (identical to earlier mentioned assignment at SNS Asset Management)

Fortis / ABN AMRO Netherlands – 7 months

- Project Manager and Business Analyst of the Integration of Fortis and ABN AMRO Investments domain both Retail and Private Banking
- Aligning Business, Legal, Compliance and IT, of both Fortis and ABN AMRO

ABN AMRO Netherlands – 13 months

- MiFID Project Manager; Investments domain
- Managing a team of 5 MiFID experts and aligning Compliance, Legal and Business
- Implementation of MiFID for ABN AMRO The Netherlands, both Retail as Private Banking

ABN AMRO Private Clients Global – 9 months

- MiFID Project Manager, implementing MiFID in 12 European countries
- Managing a team of 2 MiFID experts at Head Quarters (FTE) besides guiding Country Implementation Managers. Furthermore aligning Compliance, Legal and Business regarding several MiFID issues.

ABN AMRO Netherlands – 2 months

- Business Analyst ; Investments domain
- Main subject: implementation of a front end system for advising investments clients including a new method of portfolio risk analysis.

Bouwfonds – 22 months

- Project Manager and Business Analyst; Risk Management Holding, Risk Management Mortgages, Risk Management Property Finance.
- Main subject: introduction of an Asset & Liability Management system and related processes

Obvion – 10 months

- Business Analyst; Mortgages
- Main subject: implementation of a web channel

Bank Mendes Gans – 15 months

- Business Analyst; Cash Management
- Main subject: Cash Pooling, Intra-company loans, Swift messages

Ceska Sporitelna (Prague, CZ) – 6 months

- Business Analyst; Retail core banking
- Main subject: development of migration and integration strategy

F. van Lanschot Bankiers – 27 months

- Business Analyst; Mortgages
- Main subject: implementation of new mortgages system for branches

Other

Member of:

- IPMA (International Project Management Association; www.ipma-nl.nl)
- Ooa (Orde van organisatie adviseurs; www.ooa.nl)
- PZO (Platform Zelfstandige Ondernemers; www.pzo.nl)