



FREDERIK HAENTJENS

FREDERIK HAENTJENS is a Human Capital & Organisational Transformation author, keynote speaker and executive with a focus on OrganizationDesign (OD), Design Thinking (internal) Customer Experience, Digital Transformation and Disruptive. He blends 20 years expertise providing a human-centered, design-based approach. He helps Middle-Eastern, African and Asian organisations in the public and private sectors to achieve their business challenges. He has also setup multiple OD units over the last few years for companies like SABIC, Al Rajhi Bank, GIB and various semi-governmental and ministerial bodies in the GCC.

With his multi-industry experience, Frederik ensures that his clients are capable and prepared to execute current and future organisational strategies and meet business goals. He is a strategic professional who works directly with senior executives to align leadership vision, behaviors/practices, culture, measures, strategic workforce planning, and performance and organisation development. He is a creative thinker, designer, problem solver, and decision maker. He has strong communication, interpersonal relations, coaching/mentoring, change management, and collaborative skills.

Frederik has worked for

- **GCC Finance (Al Rajhi Bank, GIB)**
- **Technology (SIEMENS & Cyber Security Agencies)**
- **Petrochemicals (SABIC, SADARA)**
- **European & Gulf Governmental organisations (Ministry of Interior, Municipalities)**
- **Consulting (KPMG, Willis Towers Watson) & Defense (EADS/Airbus)**
- **Mining in Central Africa (Sherritt)**
- **Asian Hotel/Resorts (Conrad)**