



PROFILE

Steven is a senior Management Professional with more than 20 years of experience. As a Senior Program and Project Manager, he is involved in the consulting, training, mentoring, coaching and project delivery services of GAPS bv, which he founded in 2005.

With a true passion for the project management profession!

Over more than 20 years, Steven has participated in projects in a multinational context, being involved in different areas, ranging from ERP implementations, Business Process (re-) Engineering, Change Management Initiatives, organizing and implementing Project Management Offices (PMO), construction, etc.

Steven's specialties are his in-depth stakeholder management expertise and his ability to take over troubled projects with a proven record track of getting the project back on track or at least to minimize the damage incurred.

A genuine desire to overcome difficulties and drive to success!

End 2011 he returned from senior consultancy & training expert to the "real life" of project management delivery. As the end-to-end Program Manager of the Brussels Airport "Connector" program, he guided the Brussels Airport organization from concept to realization. The construction program realized an above ground connection building between two piers, including a security screening platform and a commercial area.

From 2007 until 2015, Steven has been a visiting professor at the University Ghent, responsible for the academic courses "ICT Project Management" and "Project Management Simulator". For the Project Management Simulator, Steven developed a complete case driven project management training program which is supported by an on-line tool.

Steven is also known as an energizing coach and trainer for a multitude of clients. For several clients, new (project management) training programs were developed and delivered by Steven. Steven is also a well appreciated personal mentor & coach in support of senior project managers

Empathic manager, willing to share his expertise and experience, putting people central!



CONTACT DETAILS

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LinkedIn:

- <https://www.linkedin.com/in/stevenjggoeman/>

ACADEMIC EDUCATION

Master in Commercial & Financial Sciences
VLEKHO – Brussels (BE), June 1995

Postgraduate Certificate of Japanese Business Studies
EHSAL Management School – Brussels (BE), June 1996

Master of Business Administration (MBA)
Warwick University – Coventry (UK), January 2008

PROFESSIONAL CERTIFICATION

- PMI® “Project Management Professional” – PMP® (2001-now);
- ANDERSEN - Certified Instructor “Project Management Tools and Techniques” (2002);
- APM Group - PRINCE 2® Practitioner (2008-2012):
- APM Group - PRINCE 2® Foundation (2008-now).
- BANDLER INSTITUTE - ®Licensed Master Practitioner of Neuro-Linguistic Programming (2017-2020).

PROFESSIONAL EDUCATION

- Various detailed training on several financial packages, such as Triton, BaaN IV & ERP, CODA, etc. – BaaN Company, Barneveld, Netherlands (1996-1999);



- Senior Consulting School – Andersen, St. Charles, USA (1999);
- PROMAR – Project Management Reinforcement training – Threon NV, Oostende, Belgium (2000);
- PMP Preparation course – Threon NV, Ghent, Belgium (2001);
- Certified instructor class “Project Management Tools and Techniques” – Andersen, Segovia, Spain (2002);
- Various detailed training on the Project Management Discipline throughout Europe (2000 – 2002);
- PRINCE2 Practitioner Course – PMProfessional Learning, Ghent (2008);
- MBTI Session, Ghent (2015)
- Coaching Essentials, YourCoach BVBA, Ghent (2017).
- Coachend Leiderschap, YourCoach BVBA, Ghent (2017).
- NLP Practitioner, YourCoach BVBA, Ghent (2017).
- NLP Master Practitioner, YourCoach BVBA, Ghent (2018).
- Resilience training, The Tipping Point, Ghent (2018).
- Learning & Development Fundamentals, De Opleidingscoach, Antwerp (2021).

LANGUAGES

	Read	Speak	Write
Dutch	Native	Native	Native
English	Fluent	Fluent	Fluent
French	Advanced	Good	Basic
German	Good	Good	Basic

ICT LITERACY

- Microsoft Office applications (user):
 - Outlook, Word, Excel, PowerPoint, Access, Planner, Teams (Microsoft).
- (Business) Process design software (user):
 - Visio (Microsoft),
 - Flexsim process simulation (basic) (Flexsim).
- Project Management applications (implementer, user):
 - Microsoft Project (Microsoft),
 - Serena OpenProj (opensource),
 - Gantt-Chart (opensource).
- Learning Management systems (user):
 - Dokeos, SmartSchool, Canvas, Moodle (opensource), emooli.
- Web, Graphic & Video design applications (user):
 - GIMP (opensource),
 - Graphic Designer & Web Designer (Magix),
 - Video pro X (Magix),
 - WidgetCast and Iclone Pro (Reallusion),



- Camtasia (TechSmith),
- Open Broadcast Software (OBS).
- 3D Design (user):
 - Sketchup (basic) (Google),
 - Blender (basic) (opensource).
- ERP systems (implementer):
 - Triton (3.1), BaaN (4 & ERP), SAP, Coda.
- Agile & issue management software (user):
 - JIRA (Atlassian).



ACADEMIC TRAINING EXPERIENCE (2003-PRESENT)

 **2021 – Now**
Thomas More – Applied Architecture

Visiting Professor

Course in the second Bachelor year on project management for architectural and construction projects as a visiting professor.

Lead of the “management”-pillar of the course design committee.

Location:  Mechelen

Employment type: 15% employment




2006 – 2020
SBS (SOLVAY BRUSSELS SCHOOL)

Lecturer

Course: Introduction to Project Management. (3 evening sessions of 3 hours). An overview on the project management discipline to a senior audience, pursuing a master level diploma or MBA grade at SBS. The audience is especially from an ICT context and the course is making use of our “Agile Learning” concept (participants can steer the content of the course to a certain extent).

Location:  Brussels

Employment type: self-employed via  GAPS



2007 – 2015
University of Ghent

Visiting Professor

Delivering two project management courses focusing on ICT projects:

- As from 2007: “ICT Project Management” (30 academic hours/year) in the Master year of the “Master in Commercial Sciences” at the Faculty of Business Administration and Public Administration.
- As from 2010: “Project Management Simulator” (30 academic hours/year) in the International Program of the Faculty of Business Administration and Public Administration



Guiding and assisting students as promoting professor in their Bachelor's and Masters thesis. Member of thesis evaluation committees.

Location:  Ghent

Employment type: 20% employment




2004 – 2009

Flemish Engineering Society (Vlaamse Ingenieurskamer – VIK)

Lecturer

Course: "Project Communication Management". Evening sessions with a focus on project communications in VIK's "Master in Project Management" and "Fellow in Project Management" programs.

Location:  Wommelgem

Employment type: partial-time employment via: 



2003 – 2010

University of Antwerp - UAMS

Lecturer

Course: "Scope & Risk Management". A one-day session which focused on project scope & risk management.

Location:  Antwerp

Employment type: contractor via intermediary party 



PROFESSIONAL TRAINING EXPERIENCE (2001-PRESENT)




May 2022 – Now
For a large utilities construction and maintenance company

Learning journey designer and trainer

Designing a new and modern project management learning journey for a target group of 700 project managers. The learning journey is HILL-based (High Impact Learning that Lasts – Prof. Doschy) and includes both classical and online learning methods.

Delivery of contact hours which involves classical learning sessions, practical workshops, and project management mentoring activities.

Location:  Brussels

Employment type: self-employed via:  GAPS



January 2022 – April 2022
For the Brussels regional housing institution for social housing

Project Management Trainer

Providing 3 groups of online project management trainings to project managers (approx.. 24 participants in total) of the social housing institution.

Location:  Online

Employment type: contractor via intermediary party



June 2005 – December 2018
For a Project Management Consulting company

Lead Instructor & Head of Talent Management

Leading the “Talent Development (TAL)” Solution. The latter includes the coordination and active participation in:

- Sales effort;
- Logistics and capacity management of open and company-in-house training programs;
- Development of open (standard) training material



- Development of in-house (customised) training material
- Integration of learning experiences in Threon's digital platform "PMTalk"
- Training delivery as the lead trainer;
- Coaching other trainers;
- Quality control of delivered training programs;


The training assignments (open and in-house) on which Steven has acted as instructor, can be situated in different industries. The most important ones being:

- Telecommunications;
- ICT;
- Banking and insurance;
- Government;
- Energy & Utilities;
- Aviation;
- Construction.

The trainings are delivered in Dutch and English and have been performed in countries such as:

- Belgium; France; Germany; India; Indonesia; Luxembourg; Netherlands; Slovakia; United States;

Location:  Zwijnaarde (Ghent)

Employment type: self-employed via  GAPS



May 2017 – May 2018
For a steel wire manufacturer

Lead Instructor

Organize the full international training program as lead instructor. Development of customized training material with a focus on the usage of the Microsoft Project Online tool for the factory construction unit. Inclusion of the company specific methodological aspects related to project management

Organize and deliver both standard and customized project management and Microsoft Project 2016/Online training to a broad set of participants, both local and international project managers and line & executive management.

Management of a small international team of instructors.

Location:  Deerlijk;  Hlohovec;  Karawang;  Atlanta (GE)



Employment type: contractor via intermediary party 



May 2017 – May 2017
For an insurance company

Project Management Methodology trainer

Organize and deliver methodological training to a broad set of participants, both project managers as well as non-project managers. Steering and coordinating the creation of client specific training material.

Location:  Antwerp



Employment type: contractor via intermediary party 



April 2010 – November 2012
For the Belgian market leader in retail distribution

Methodology Trainer

Coach the review and development of the company internal training material relating to the client's self-developed project management methodology. Deliver training classes, making use of the developed training material, to all levels in the organization.

Location:  Halle;  Hyderabad

Employment type: contractor via intermediary party 



February 2007 – January 2013
For a large international construction company

Project Manager & Lead Instructor

Management of the project that developed the material for the customized training material. The training program comprises 3 modules and a total of 11 one-day training days. A specific case study is developed. The training program is customized to the construction industry context.

Delivery of 10-day programs with participants of different European nationalities (Belgium, Netherlands, UK & Norway).

Location:  Antwerp & Grimbergen;  Amsterdam



Employment type: contractor via intermediary party 



December 2006 – April 2009
For the Belgian Federal Government

Program Manager & Lead Instructor

Management of the program that developed government specific project management training material. The material, including a specific case study, supports a 5-day training on project management principles. The program also includes the development of a specific government examination program.

Lead instructor of a team of 6 trainers. In total about 1000 government officials of level A are trained

Location:  Brussels;

Employment type: contractor via intermediary party 



September 2006
For the Belgian Federal Government

Trainer “PMO”

Design and delivery of a six-day training program on Project Management and Project Support Offices.

Location:  Brussels

Employment type: contractor via intermediary party 



June 2003 – January 2007
For a large Belgian Mobile Phone provider

Methodology Trainer

Develop and deliver a complete training program that relates to the project management discipline and the content management discipline (process design and ICT architectural design), based on their in-house developed methodologies.

Location:  Brussels



Employment type: contractor via intermediary party 




March 2003 – May 2003
For a Belgian salary administration company

Trainer

Development of a customized project management training. Acting as faculty for the developed project management training.

Location:  Leuven

Employment type: full-time employment via 




January 2003 – April 2003
For a European directory publishing group

Project Lead & Trainer

Development of a customized project management training. Acting as faculty for the developed project management training.

Location:  Leuven

Employment type: full-time employment via 




April 2002 – July 2002
For a Belgian Leasing Company

Trainer

Development of a customized project management training. Acting as faculty for the developed project management training.

Location:  Zaventem

Employment type: full-time employment via 



September 2001 – April 2002
For Andersen World Wide (Region 3)

Methodology Trainer – Subject Matter Expert

- Methodology Expert, responsible for the deployment of the worldwide methodology within Region 3 (France, Belgium, Netherlands, Luxembourg);
- Region 3 Core Instructor for training sessions to Andersen Managers and Partners;

Location:  Brussels;  Paris

Employment type: full-time employment  **ANDERSEN**