



## PROFILE

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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 bvba, 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!*



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## CONTACT DETAILS

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- <https://learning.2e3.eu>

LinkedIn:

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

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## ACADEMIC EDUCATION

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*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

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## PROFESSIONAL CERTIFICATION

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- 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).

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## PROFESSIONAL EDUCATION

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- 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).

## LANGUAGES

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	<b>Read</b>	<b>Speak</b>	<b>Write</b>
<b>Dutch</b>	Native	Native	Native
<b>English</b>	Fluent	Fluent	Fluent
<b>French</b>	Advanced	Good	Basic
<b>German</b>	Good	Good	Basic

## ICT LITERACY

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- 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).
- Learning Management systems (user):
  - Dokeos, SmartSchool, 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)

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### **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)

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**June 2005 – December 2018**  
**For a Project Management Consulting company**

### *Lead Instructor*

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  ANDERSEN




**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  ANDERSEN



**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