

Hans-Jaap Moes - Profile



Hans-Jaap Moes is a Program Director in the Performance Plus International (PPI) Network and a HR-consultant with a deep experience as a practitioner in International Human Resources Management and (e)-Learning.

Hans-Jaap brings an ideal combination of consulting and practitioner experience. After an initial period as a HR manager with Philips and AT&T Telecom, he set up his own consultancy practice, Socrates Consulting, providing Training & Development/Learning, Performance Management and HR-strategy services. His practice was so successful that it was absorbed into Deloitte Consulting. He led the growth of the HR-team in supporting the dramatic increase in the consulting capability of Deloitte Consulting in Europe - growing from 450 to 3,500 consultants. This involved building and developing the HR-function competence and emphasis on people development with e-learning being a key tool.

He moved on as an entrepreneur to focus on e-HRM and e-learning solutions for organisations, but was attracted back to the corporate world to build the HR capability of Quest Software, initially in the role of HR-leader for Europe, but later also as HR-leader for Asia. Here he was closely engaged with the management team in the growth and development of the business through a five-fold expansion and ensuring the HR-services kept pace and supported the evolving organisation.

He took a sabbatical for 18 months to help building the E-Learning for Kids Foundation, a non-profit organisation which develops and distributes primary education e-learning on and offline to the disadvantaged children in the world.

More recently he developed and delivered Business Programs for entrepreneurs who look for opportunities in emerging markets around the world. He taught and presented on the different aspects of doing business in Asia and Central-Eastern Europe. He has also become an active member of The PPI Network.

Hans-Jaap is a high energy and inspiring consultant, facilitator and coach who "brings people together". He is based in Amsterdam, The Netherlands, but works throughout Europe and globally. His client base includes Rabobank, Siemens, Western Digital, De Ree Holland, FCTB and Indicia.

His publications include:

"E-learning and Dutch Education", e-Learning Magazine, April/May 2002 and "After the first wave", IK-magazine, Feb. 2003

Hans-Jaap speaks fluent Dutch, English and German.

