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Born August 6, 1966 in Sneek, NL

Living together, father of Jorrit (2003) and Nadine (2006)

Character, knowledge, skills

- Enthusiastic, self-starting, empathic, technically creative, agile networker, honest. MBTI profile: ENTJ.
- Knowledge of polymer technology and processing, process & programme management (Prince2[®] and MSP[®] certified, both at practitioner level); management accounting at MBA level; chemical engineering, risk management techniques, communication science.
- Expert in open innovation management. Experience in process and programme management; technology management; management of change; outstanding communication experience on any abstraction level, written as well as oral.

Employment history

- 2009 - now Founder of innovation consultancy “Innovatie *Be*Denken&Doen”
Polymers and plastics consulting, Project management, R&D advice, auditing for liability aspects of high-tech companies. Dutch account management for the Bulgarian research intermediary CSI Sofia. Set-up of an own 5-step innovation method. Since sept. 2013: set-up of the Innovatie Centrum Kunststoffen, a polymer innovation community in Rotterdam with the support of 3 polymer companies.
- 2008-2009 Programme Manager, Dutch Separation Technology Institute, Amersfoort.
Facilitating the definition and excellent execution of 10 research projects (technological, financial and organisational and human aspects); bringing together people and institutions in the project definition. The projects included membrane filtration, affinity separation and mild work-up for fragile components. Writing of popularising articles on the results of DSTI. Member of the MT.
- 2005-2008,
2012-now Risk Engineer / Senior risk Engineer, HDI-Gerling Insurance, Rotterdam.
Technology assessment and Risk assessment for the liability insurance of especially food, chemical, pharma and high tech oriented companies. Consultancy as a service to insured companies. Customers: e.g. DSM, Solvay, UCB, Organon.
- 2001-2005 Technologist, DSM Desotech, Hoek van Holland.
Producer of UV curable coatings for optical glass fibres. Process optimisation, a.o. model-simulation of reactors; piloting and scale-up of new recipes; alternative raw material sourcing; troubleshooting; implementation of a global procedure for ‘technical change management’; daily support and guidance of the process operators. FMEA, Root cause analyses. Audit preparation (ISO & DSM standards). Leader of the suggestion box committee. Member of the management review team.
- 1999-2001 Project manager Chemical Analysis, TNO-MEP, Apeldoorn.
Development of a new product-market combination: troubleshooting on basis of chemical analysis. Acquisition, project leadership, reporting, consultancy. Turnover realised from own acquisition some EUR 90.000 /year.
- 1998-1999 Business Consultant, Martin Frank International BV, Wassenaar.
Young start-up company. Consultancy for project oriented businesses like aviation, engineering contractors.
- 1996-1998 Researcher at Novartis Seeds, Enkhuizen.
Development of a process for encapsulation of pre-germinated flower seeds.
Development of a controlled release coating concept. Writing of a patent text.

- 1990-1995 Research at the university of Rostock (Germany).
 1) PhD project: development of ion exchanger and silica particles with a polymeric, amphiphilic monolayer, able to act as surface transfer catalysts in water.
 2) R&D-project in blood compatible polymers, with universities Twente and Rostock (D), and company B. Braun Melsungen AG (D).

Education

- 2013 Facilitation of teams, IAF accreditable level. This training enables me to switch and create with multilateral and multicultural project teams.
- 2011-2013 Prince2[®] and Managing Successful Programmes[®] Practitioner certification.
- 2006 - 2007 Seminars on emotional intelligence by Prof. Marc Buelens and influencing via the subconscious by Ben Tiggelaar. "MBA in one day", Ben Tiggelaar.
- 2002/2003
 - PRA, London, training programme in UV-curable polymers.
 - Krauthammer management training (a.o. discussion training with customers and subordinates, oral presentation skills);
 - DSM Seminars on safety aspects and safety rating of chemical production equipment; engineering requirements;
 - "Landmark corporation" training on creating possibilities in personal and professional life and involving & committing others in these possibilities.
- 1999/2000
 - TNO-courses: result oriented self steering, commercial acting and Project management.
 - KNCV-courses: management skills and situational leadership.
- 1998-1999 1 Year course on Management Accounting, Moret Ernst&Young, Utrecht. Administrative organisation. Business Process Redesign. Planning and control, internal control, balanced scorecard, key performance indicators.
- 1992-1995 Promotion, university of Rostock, Germany.
 Promotion 3.11.1995 „*magna cum laude*".
- 1984-1990 Study chemical technology at University Twente.
 End-of Study subject: affinity sorbents for the separation of blood proteins.
 Secondary subjects: law, oral and written communication, science journalism

Secondary

- Since 6-'04 Project leader at wind energy cooperation "De Windvogel".
 Development of new locations for electricity production with wind. Lectures on wind energy and the Windvogel's self supply model. Chairman of the project leader board.
- Since 9-'02 Secretary and chairman of a protestants church council in Rotterdam; chairman of the "Nacht der Kerken" 2009 organisation.
- 1984-now Freelance (science) journalist for UT-news and Newspaper Tubantia. Columns in Tubantia on the German reunification. Articles for Intermediair, Technisch Weekblad and Chemisch2Weekblad. Popular articles about DSTI.

Languages

- Dutch: mother tongue.
- German: almost fluent in writing and speaking; PhD written in German.
- English: proficient in writing and speaking.
- French, Frisian: fair active knowledge and good passive mastering.

Several articles published in English, some 200 articles published in Dutch.

Publications

- H.N. Flach, I. Grassert, G. Oehme: *Macromolecular Chemistry and Physics* **195**, 3289-3301 (1994)
- G. Oehme, I. Grassert, N. Flach: „Asymmetric complex catalysis in micellar systems”, in:
I.T. Horváth and F- Joó (Red.), *Aqueous Organometallic Chemistry and Catalysis*, blz. 245-257.
1995, Exxon Research and Engineering Company, Rotterdam, Holland
- Dissertation: H.N. Flach, „Makromolekulare Tensidsysteme” (German with English summary)
1995, Universität Rostock, Germany
- H.N. Flach, I. Grassert, G. Oehme, M. Capka: *Colloid and Polymer Science* **274**, 261-268 (1996)
- H.N. Flach, I. Grassert, G. Oehme, *Macromoleculaire en geïmmobiliseerde surfactanten (lecture)*
Congress of the KNCV section Surfactants, Arnhem, june 1997
- H.N. Flach, R. Scheffer, E. Wintermantel, patent, submitted for publication by Novartis Seeds, 1999.
- I. Grassert, H. Fuhrmann, K. Drexler, N. Flach, G. Oehme, *Effect of Polymerized and Immobilized Amphiphiles on the Asymmetric Catalysis in Aqueous Micellar Media (poster)*
European Research Conference, Aghia Palaghia, Greece, september 1999
- M. Meeuwssen, H.N. Flach, R. van Delft, *(poster)*
Gas analysis symposium van het NNI, Eindhoven, november 1999
- To come:
- H.N. Flach, lecture at Mikrocentrum Themadag ‘Maak Innovatie Waar’, Eindhoven 13 october 2011
- H.N. Flach, lecture at Surinaamse Innovatie Award uitreiking, Paramaribo, 17 october 2011

Popularizing (selection):

- "De kunstlever laat op zich wachten". *Intermediair*, 28-3-1996
- "Shell gaat met zeep gasleidingen smeren", *Technisch Weekblad* 6-6-1997
- "Wetenschapsweek: dure PR voor techniek", *Technisch Weekblad* 30-9-1998
- [“Achieved More Than We Expected”, DSTI newsflash, 7-9-2008](#)
- [“Kick-off meetings in DSTI projects: an instrument to align project teams”, DSTI newsflash, 24-10-2008](#)
- “Windenergie in Apeldoorn”, lecture for an architect’s café on behalf of De Windvogel, 3-3-2009
- “DSTI, a career option for you?”, lecture at the Bio Chemistry Food Career Event, 25-3-2009
- “Wat kunt u met windenergie”, lecture at Energiedag Bodegraven, 5-9-2009