



KETS DE VRIES INSTITUTE

HANNEKE FRESE



For Hanneke the essence of coaching is to support clients to discover their own, authentic way for living life with intent and strengthen their ability to get results in challenging environments. Changing conditions often show that useful behavioural patterns created in the past may need to be unwired and rewired into different ways of thinking, being and behaving to reach new levels of performance, creativity and balance.

Hanneke gained extensive strategic and operational human resources experience at business and corporate level at **Citibank**. She started her career in Amsterdam, became VP Human Resources for the front office of the Investment Bank in London and later moved to Zurich as Head of Human Resources (EMEA) for Citibank's Private Bank. She was then assigned to Citibank's Head Office in New York as Manager, Human Resources Strategy Development and later held positions as Global Head Expatriate Staffing and Leadership & Development Manager for Global Operations and Technology. Hanneke joined **Zurich Financial Services** in 1999 as Chief Human Resources Officer of ZurichRe and was appointed Head Group Capabilities for Zurich Financial Services and Member of the Group Management Board in November 2000.

In 2005 Hanneke became an independent executive coach to senior executives in global organisations in a variety of industries and not for profit organisations with a worldwide reach. Hanneke regularly works as an executive coach on programmes offered by **INSEAD Executive Coaching** (Fontainebleau and Singapore campus) and the **Kets De Vries Institute**. Hanneke supports global organisations with strategic human resources projects and is active in the field of think tanks focusing on trends that shape the future of work. She has been a guest lecturer at executive master programmes (Bocconi - Milan, University of Geneva) on topics relating to enhancing leadership capabilities. She was active as advisory board member in the Community of European Management Schools (**CEMS**), **Esade Business School** (Barcelona, Spain) and **SDA Bocconi** (Milan, Italy).

Hanneke is a member of the Awarding Body of **EQUIS** (European Quality Improvement System) which supports and advises the European Foundation for Management Development on the development, implementation and operation of the system which accredits international business schools. She regularly acts as a Corporate Peer Reviewer for both EQUIS and EPAS accreditations and over the years has participated in some 25 peer accreditation visits all over the world.

Hanneke studied languages at the State University of Antwerp, Belgium and obtained a degree in Human Resources Management at the Foundation for Training and Social Welfare Work in Amsterdam, The Netherlands. She is a graduate of the **International Teaching Program** (IMD,



KETS DE VRIES
INSTITUTE

2007), obtained a diploma in Clinical Organisational Psychology (INSEAD, 2009-2010), was awarded certification in the Immunity-to-Change Coaching Certification Programme (Harvard, 2010-2011) and obtained an **Executive Master in Consulting and Coaching for Change** (Insead, 2011-2012). Hanneke has attended various courses on the Theory of Adult Development, is accredited to administer the psychological personality inventory NEO PI-R™ (2012), and the Hermann Brain Dominance Indicator (HBDI) (2013) and the Leadership Circle Profile (2019). Hanneke is a Dutch national living in Zürich (Switzerland). She has lived and worked in The Netherlands, Belgium, United Kingdom, Switzerland and the USA and is fluent in English, Dutch and German. She generously supports the **Dutch National Ballet** and enjoys performances by this outstanding dance company.