

CURRICULUM VITAE LAMBERTUS VOGELZANG

1. Family name: Vogelzang
2. Name: Lambertus
3. Place and date of birth: Zuidwolde (NL), 7th of February 1960
4. Position: Independent consultant-trainer in organisational development in the national and international agricultural and horticultural sector
5. Nationality: Dutch

6. Key qualifications

Lambertus Vogelzang is a trainer, consultant, project leader and lecturer of agricultural and rural development projects and activities that aim to improve the working and living situation of farmers and other local people. His main focus is on preparing and implementing projects on strategy development, leadership and management, organisational development, market orientation, planning, cooperation and communication of farmers, farmers' organisations, farmers' associations and others that are active in the rural areas. The core of his consultancy, educational and training activities take place in the Netherlands, Central and Eastern Europe, Eastern Africa and Asia. His working approach is based on optimal participation of local beneficiaries and clients to improve their own conditions via technical, organisational and marketing activities. His contributions to agricultural and rural development are based on practical experiences (member of Dutch dairy farming family which offers the opportunity to practise and regularly update farming practises), theoretical knowledge (MSc degree from Wageningen Agricultural University in the Netherlands) and more than 23 years of relevant national and international work experiences in public and private settings.

7. Education

<i>Institution</i>	<i>Wageningen Agricultural University, The Netherlands</i>
<i>Date</i>	August 1978 – June 1986
<i>Contents</i>	Rural development and planning, agricultural economics, agricultural extension, pedagogy and didactics
<i>Degree</i>	MSc degree

<i>Institutions</i>	<i>International Agricultural Centre (IAC), Management for Development Foundation (MDF), Stoas, Wageningen Agricultural University (WUR), Association for Organisation development</i>
<i>Date</i>	1986 – present
<i>Contents</i>	Objective Oriented Project Planning (OOPP), Organisation development (NOVO), International Course on Rural extension (ICRE), Project tendering and writing project proposals, Training capacities and skills, Computer programmes (Word, Excel, MS-project), Negotiation skills, Rapid Appraisal of Agricultural Knowledge Systems (RAAKS), Consulting skills, Verification and Certification
<i>Degree</i>	Certificates

<i>Institution</i>	<i>Cornell University, Ithaca (USA)</i>
<i>Date</i>	April 1983 – August 1983
<i>Contents</i>	Computer research on irrigation opportunities in the Susquehanna River Basin in New York State
<i>Degree</i>	Certificate

8. Language skills (Mark 1 to 5 for competence, where 5 is the highest)

<i>Language</i>	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>
Dutch	Mother tongue	Mother tongue	Mother tongue
English	5	5	5
German	4	4	3
French	2	2	2

9. Employment record (1986-present)

<i>Company/ Organisation</i>	<i>Location</i>	<i>Period</i>	<i>Position</i>	<i>Assignments/Job descriptions</i>
Motivaxion (Own consultancy and training company)	Bennekom (NL)	2004-present	Independent Consultant, Trainer and Lecturer	Consultancy, training and lecturing for boards, management, employees and international students of companies, organisations, associations and universities in the green sector in the Netherlands, Central and Eastern Europe, and Eastern Africa in the fields of rural strengthening, organisational development and personal skill improvement
Stoas (Private consultancy and training company)	Wageningen (NL)	1994-2003	Consultant, Trainer and Project-leader	Training, consultancy and project leadership for Dutch and international agricultural and horticultural companies, associations and organisations in rural development, institutional strengthening and personal growth
Ministry of Agriculture and Food	Tirana (Albania)	1998	Consultant and Trainer	Consultancy and training on developing and using extension as an instrument for rural and agricultural development
Ministry of Agriculture, Nature management and Fisheries, Department arable crops and horticulture	Ede (NL)	1990-1993	Researcher and Consultant	Researching and consultancy on strengthening the cooperation between education, research and extension as well as guiding of professionals in national and international team cooperation
Ministry of Agriculture, Nature management and Fisheries, Regional horticultural extension centre	Naaldwijk (NL)	1988-1990	Study club advisor and Member management team	External tasks in guidance of study groups and working groups of horticultural growers and internal management tasks in the fields of personnel management and information technology
Ministry of Agriculture, Nature management and Fisheries, Departments Dairy farming and Arable crops and horticulture	Den Haag (NL)	1986-1988	Policy maker and Journalist	Policy maker on development cooperation within the Ministry of Agriculture and journalist to compose a magazine about development cooperation

10. Specific experiences in international projects (long, medium and short term missions)

<i>Country</i>	<i>Date</i>	<i>Project name brief description of the project assignment</i>
India	August-September 2009, April-May 2009, March-April 2008	Krishi Vigyan Kendra (KVK) Baramati project 'Human Resource Development Programme': Capacity development of extension workers in strategy development, participatory extension planning and team cooperation & communication
Kenya	March-April 2009, August 2008, August-September, February-March 2007, August-September, February-March 2006, September, May, April 2005	GTZ project 'Promotion of Private Sector Development in Agriculture (PSDA)': Consultancy and training to develop, implement and monitor training programmes and organisational development activities for service providers and producers aiming at value chain development
India	November-December, June-July 2008	Agricultural Development Trust, Baramati Agro and other companies and organisations in and around Baramati: 'Consultancy

		and Training on Management, leadership and team cooperation, and Activating development and learning'
Serbia	April, July, October 2007, February, May 2008	EVD-The Friesian project 'Integrated Improvement of the Serbian Dairy (PSOM05/SB/1/90)': Advise and training to support the establishment and functioning of dairy farmers' associations
Ghana	April 2008	NUFFIC-CAH project 'Competency Based Learning in Agricultural Engineering at Polytechnics': Training of lecturers in coaching of students on developing personal development plans
Moldova	March 2008	IFAD-WUR project 'Supply Chain Development': Advising dairy sector stakeholders in strengthening the Moldovan dairy chain
Bosnia-Herzegovina	June, March 2007	World bank project 'Small Scale Commercial Agriculture Development Project (SSCADP)': Consultancy to strengthen the chains of vegetables and fruits, beekeeping and vine in the Republic Srpska and the Federation Bosnia and Herzegovina
Vietnam	June 2007	GTZ-4C Programme: 'Common Code for the Coffee Community': Preparing and conducting a Training-of-Trainers' Programme to present and discuss Good 4C Practices (G4CP)
Albania	October 2006	Mission to present Motivaxion and to exchange project opportunities with various persons and organisations (MoA, GTZ, PM office, RNE)
Kosovo	October 2005	Mission to present Motivaxion and to exchange project opportunities with various persons and organisations (MAFRD, EAR)
Russia	October 2005	Baskir Agricultural and Pedagogical University – Stoas University for Professional Education 'Course Education and Knowledge Management': Final assessment and graduation of Russian students in Ufa, Bashkortostan
Moldova	September 2005, October 2004, October, August, April 2003, December, August, January 2002, October, July, March 2001	ICCO-NOVIB project 'Strengthening AGROinform national federation and regional centres': Advising on organisational development of the service provider AGROinform and strengthening rural support services of AGROinform advisors
Lithuania	September 2003, May 2003	Senter project 'The creation and implementation of a monitoring system for the quality of fruit plant propagating material in Lithuania according to EU requirements': Advising and monitoring development activities in a pre-accession project
Lithuania	November, October, September, June, March 2002, September, June, May 2001	Senter project 'Upgrading quality management for fruit and vegetables in line with EU regulations: Advising and monitoring development activities in a pre-accession project
Ethiopia	June 2001, August 1999, November, February-March 1997, November 1996	ICCO project 'Supporting institutional development in Ethiopia': Training NGO staff members, governmental agents and other beneficiaries to analyse and improve rural working and living situations
Albania	March 2001, May 1999	DGIS project 'Albania National Extension project, ANEP (Phase III)': Conducting training activities on Problem Oriented Policy Development and Monitoring of progress to implement ANEP training programmes
Croatia	June, April 2001, April, October 2000, April, October 1999	WB-Senter project 'Technical assistance to the farmer support services project': Project leader of a rural development project aiming at improving agricultural extension, animal health and seed certification
Czech Republic	November 2000	Leonardo project 'Market oriented agricultural education': Supporting Czech advisors in setting up farmer training courses
Slovak Republic	October 2000, December 1999	Leonardo project 'Market oriented agricultural education': Supporting Slovakian advisors in setting up farmer training courses and inception mission to improve farmer training courses in Slovak Republic, Czech republic and Poland
The	July 2000-November	IAC course 'International Course on Rural Extension (ICRE)':

Netherlands	1986 (annual summer course)	Workshop leader of the modules rural analysis and extension planning
Yemen	April-May 2000	DGIS project 'Supporting technology dissemination in Yemen': Evaluating Euroconsult project results and formulating a framework for the new WB-project to further improve technology dissemination in Yemen
Poland	March 2000	Leonardo project 'Market oriented agricultural education': Supporting Polish advisors in setting up farmer training courses
Tanzania	November 1999, August 1997	NUFFIC project 'Teaching Methodology Improvement': Conducting and monitoring progress to get LITI-teachers in Morogoro and Mbeya acquainted with using participatory methodologies for rural development
Tanzania	February-March 1999, January-February 1999	WB-project 'River basin management and smallholder irrigation improvement': Facilitating a training-of-trainers' programme to get Tanzanian project managers further skilled in using participatory rural development methodologies and techniques
Romania	September 1999, October-November 1997	DGIS project 'Institutional Strengthening Private Agriculture': Training, coaching and monitoring extension agents of the milk co-operative ISPA in Iasi in preparing and implementing association plans and activities
Albania	February-December 1998	DGIS project 'Albania National Extension Project, ANEP (Phase III)': Consultancy and training on developing and using extension as an instrument for rural and agricultural development (see also under 9. Employment record (1986-present))
Poland	February 1997	PHARE project 'Supporting participatory rural development': Advising Polish EU-co-ordinators to use participatory methodologies and techniques to set up rural development plans
Croatia	November 1995	WB-project 'Farmers' support services': Conducting a training on participatory extension planning for staff members of the Ministry of Agriculture and Forestry
Albania	May 1995, September, May, January 1994, May, January 1993	DGIS project 'Fier Agricultural Programme (FAP)': Setting up, implementing and monitoring the extension component of FAP aiming at agricultural, educational, marketing and extension development
Albania	April 1995, December 1994	EU/PHARE and IFAD project 'Albania National Extension Project, ANEP (Phase I)': Conducting training activities for extension agents to get them acquainted with participatory extension planning (PEP)
Lithuania, Latvia, Estonia	November-December 1994	Acquisition mission to promote potential co-operation in the fields of rural development and educational strengthening
Italy	September 1994, April 1994, November 1993, June 1993	Euroform project 'Developing modular education in Calabria': Co-ordinating and conducting meeting and training activities with directors and teachers of the agricultural school Todoro in Rende to set up modular education
Bulgaria	November 1991	MoA project 'Supporting extension development in Bulgaria': Advising on setting up an agricultural extension organisation in Bulgaria
Ecuador	July-August 1991	Study tour to make an inventory of horticultural opportunities in Ecuador
Hungary	April 1990	MoA project 'Supporting extension development in Hungary': Advising on setting up an agricultural extension organisation in Hungary
Kenya	July-August 1989	Study tour to make an inventory of opportunities for rose cultivation in Kenya
India, Nepal, Thailand	February-May 1986	Study tour to visit agricultural projects on water management, extension organisations, research institutes and agricultural universities

11. Dutch assignments (since January 2004)

<i>Client</i>	<i>Year</i>	<i>Short description of assignment</i>
CUMELA (Branch organisation of private contractors in the green sector)	2010	Training of owners, directors and managers on future oriented company and personnel development, including company analysis and strategy, own personal life and work orientation, and personnel leadership, guidance and motivation
Group of 8 (Association of 8 feed cooperatives)	2010	Training of board members on roles of board members, personal development plan, presentation skills and chairing of meetings
CUMELA (Branch organisation of private contractors in the green sector)	2010, 2009, 2008, 2007, 2006, 2004	Training of owners, directors, managers and managing workers of contracting companies on motivating and result oriented leadership (leadership and management, team cooperation, communication, motivation, presentation skills, team roles, conducting meetings and conflict management)
Wetering (Contracting company)	2010	In-company training for managing workers of a contracting company on leadership and management, cooperation within the team and outside the team, communication, motivation, providing instructions and conflict solving
PTC+ (Practical Training Centre)	2010, 2009, 2008, 2007	Conducting an applied training on Participatory Extension Planning (PEP) for extension workers, researchers, educational professionals and policy makers from developing countries
Bureau Ecologie en Landbouw (Private Consultancy Company)	2009	Co-managing a sustainability project focusing on commercially extracting durable components from grass aiming at using them for different market oriented applications
Wageningen UR (Wageningen University and Research)	2009, 2008, 2007	Facilitating a training for managers in education, extension, research and policy making on strengthening sustainable market access for small holders in developing countries
AgraVisi (Private course education centre)	2009, 2007, 2006, 2005, 2004	Conducting training activity 'Motivating and result oriented leadership and management' for owners, directors and managers of agricultural and horticultural production companies
De Kuiper and Verboon (Contracting companies)	2009	In-company training for managing workers of two contracting companies on leadership and management, cooperation within the team and outside the team, communication, motivation, providing instructions and conflict solving
CR Delta (Farmers' association for artificial insemination)	2009, 2008, 2006, 2005	Training of board members on presentation skills, organising and conducting (board) meetings, and report writing
Schilder Tulip Cultivation (Private tulip grower)	2008	Consultancy and training on strategy development and team building
Royal Friesland Foods (Farmers' milk association)	2007, 2006, 2005, 2004, 2003	Consultancy and training for regional board members on team strengthening, organising and leading meetings, report writing and presentation skills
Hoogschagen, De Wit, Blankendaal, Konijn and Jimmink (Private contractors)	2007, 2006, 2005	Conducting internal company courses on client oriented approaches for management and employees of contracting companies
National State Forestry Service, District Maas, Dommel en Aa	2007, 2006, 2005, 2004	Guidance and coaching of a district team in strengthening their internal culture, team cooperation, communication, project approaches and time management
Dekker Glascultures (Glasshouse tomato company)	2007, 2005, 2004	Consultancy and guidance of a glass house tomato company in improving its strategic orientation, internal cooperation and communication via progress talks and consultancy meetings
ENZA seeds (Private seed)	2007	Conducting a team and cooperation building event for the newly to establish department Routine Testing Diseases

company)		
Balk Glascultures (Glasshouse rose company)	2006, 2005	Consultancy and guidance of a glass house rose company to strengthen their strategy, internal communication and cooperation
AB Brabant (Farmers' services association)	2006, 2005	Consultancy and coaching for a farmers' services association to strengthen strategic and entrepreneurial skills of relation managers and employees
DLV Plant (Private advisory service company)	2006	Research and consultancy on innovation and dissemination practises with regards to combating nematodes in vegetable growing and arable crops
Machinery association De Kempen	2005	Internal guidance project to strengthening the knowledge and skills of board members
Hovingh Flower export (Private flower export company)	2005	Consultancy on developing an effective and efficient internal organisational structure, task division, and working and social culture
ENZA seeds (Private seed company)	2005	Conducting a course on organising and implementing meetings for managers and heads of departments of a seed development and multiplication company
National State Forestry Service	2005, 2004	Conducting training activities for managers and employees of various districts on setting up and working in projects
AGRUNIEK (Farmer's feed association)	2005, 2004	Training and coaching of the chairman of the board in improving his leadership capacities and consultancy on strengthening leadership capacities of board members
CR Delta (Farmers' association for artificial insemination)	2004	Training of internal and external staff members in strengthening their client orientation as part of an organisational development project
Bird protection association	2004	Training of managers and employees in preparing and implementing their own roles in progress talks

12. Other relevant activities

- Lecturing for international and national students at a Professional Agricultural University and an University for Professional Education in the Netherlands in modules on Agricultural and Rural development, Rural analysis, Project Planning, Educational and Training programmes, Company and Personnel management, Value Chain Management, Activating development and learning (2001-present)
- Competition organiser and team captain of two indoor football teams in Wageningen and Ede, The Netherlands (1990-present)
- Member and vice chairman of the parents' council of the primary school Julianaschool in Bennekom to consult and discuss with the school management about relevant school developments (1997-2002)
- Member of the internal employee committee of my previous employer Stoas to advise and discuss about the strategic company direction (1997-2001)

13. Membership of Professional Bodies and Networks

- Green-Team, Network of independent trainers and advisors in the fields of rural strengthening, organisational development and personal skill improvement
- ESEE, Network of consultants, trainers and lecturers in the broad field of rural, extension and education developments
- Nedworc, Network of private consultants and trainers that are active in global international cooperation

14. Publications and Seminars

- Co-author of the PSDA Capacity Development Concept, GTZ-PSDA Kenya, December 2008
- Co-author of the ToT Manual on Good 4C Practice (G4CP), GTZ-Common Code for The Coffee Community (4C), June 2007
- Co-author of the Manual and Workbook on Organisational Development for Farmer Groups, GTZ-PSDA Kenya, September 2006

- Paper presentation 'Educational development in Eastern Europe' during the 'Central and Eastern European conference on Agricultural extension in Poland, November-December 1995
- Paper presentation 'Agricultural development in Central and Eastern Europe' during the European Seminar on Extension Education in Greece, September 1995
- Article 'Future of rose cultivation in Kenya (Dutch version)' in the magazine Flower cultivation (Bloemisterij), 1989

15. Contact

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