



When do I love my work the most? If I can focus on helping other people grow! I believe taking care of and investing in human capital is key: *If you grow, the business grows too.*

Personal details

- Name**
Eva Klop
- Address**
Kwartelstraat 35
Leeuwarden, 8916BM
- Phone number**
0654282978
- Email**
eva.klop@gmail.com

■ Master of Science in Work, Organizational and Personnel Psychology

Dutch ● ● ● ● ●
English ● ● ● ● ●

Some of my natural strengths and qualities

strong communication and relationship building capabilities
inventive and strong adaptive ability
give and take responsibility
stimulating togetherness and a positive and safe work environment

Important things I learned along the way

translating observations into strategic goals
prioritising and being persistent
lead and delegate

Work experience

Lecturer Human Resource Management & Organisational Behaviour

Aug 2023 - Present

NHL Stenden Hotel Management School, Leeuwarden

- Conducting workshops/ expert sessions on a range of related subjects to HRM, Organisational Behaviour and Leadership.
- Student coaching. Conducting workshops on the topic of personal and professional development.
- Facilitating sessions in Design Based Education (ateliers).
- Co-ordination and organisational tasks.

HR Advisor

2019 - Jul 2023

Caparis, Drachten/Leeuwarden

- Business partner (tactical/strategic) to managers and department leaders. Coaching, guiding and challenging these leaders on HRM topics, such as Learning & Development, Recruitment & Selection, Talent & Succession, the HR cycle, Sickness/ reintegration/ prevention, Wage/working conditions/CLA.
- Coaching leaders to help them grow in their own leadership, and to help them develop their teams and businesses.
- Facilitating and guiding group interventions, teambuilding sessions, project/brainstorm sessions and internal courses.
- Development of HRM policy: as portfolio manager I have a special focus on the topic of Learning & Development.
- Other important topics in my daily work: (personal) Leadership, Teambuilding, Change management.

People and Culture Generalist

2016 - 2019

IKEA store, Groningen

- Business partner (operational/tactical) to the teamleaders of IKEA Groningen store. Coaching, guiding and challenging them on all HRM topics.
- Facilitating and guiding group interventions, teambuilding sessions and internal courses.
- Managing the Trainee program and facilitating HRM themed workshops. Coaching trainees in their personal development and their leadership capabilities.
- Managing and facilitating the introduction training.
- On-site supervisor for HRM interns.
- Working on the HRM store policy with the IKEA vision, values, store business plan and department goals in mind.

HR Staffplanner and Project Employee Internal Communications and Employer Branding

2015 - 2016

IKEA store & Service Office, Groningen/Amsterdam

**Pilot member (Webcare), Webcare Representative,
Customer Service Representative**

IKEA Customer Service Centre, Groningen

2012 - 2015

Side jobs during High School

Danscentrum Verbiest, V&D, AKO, Alkmaar/Groningen

Education

**Master of Science: Work, Organizational and Personnel
Psychology**

Rijksuniversiteit Groningen, Groningen

2015 - 2016

Courses: Personnel Selection; Power & Leadership; Coaching (Skills course);
Test Construction; HRM & Dutch Labour Law; Multichannel- management.

Masterscriptie: *Flexibility as a labour market trend: researching the
influence of autonomy and attention on stress and job satisfaction*

Pre-master Work, Organizational and Personnel Psychology

Rijksuniversiteit Groningen, Groningen

2014 - 2015

Courses: Work, Organization and Personnel Psychology; Social environment
and behaviour; Theory and practice of tests; Statistics II en III; Research
methods; Theory and Ethics; Research methods (practical lessons); Clinical
Psychology; Social Influence; Conflict Management; Personnel Psychology.

Bachelor of Arts: Arts, Culture and Media

Rijksuniversiteit Groningen, Groningen

2010 - 2014

Pre-university education (passed "cum laude")

Adriaan Roland Holtschool voor vrije school onderwijs, Bergen NH

2002 - 2009