



**Dr. Karin Jironet**

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**As head of the International Desk at de Baak VNO-NCW, I coordinate the advancement of de Baak's leadership development strategies in cooperation with European partners.**

Born in 1961 in Sweden, I went on to study Arts, Medical Science and Theology at Lund University, at the same time working as a speech pathologist at Lund Academic Hospital. In 1995 I received a scholarship from the Swedish Institute to complete my Ph.D. in the Netherlands, and was awarded my Doctoral degree at the University of Amsterdam in 1998.

My professional career has been dedicated to the cultivation of leadership development in times of transformation, whether personal, corporate or social. In my view, the state of the world and the constant flux of international relations impact us all and it is each individual's responsibility to take every opportunity to make a contribution to the greater good.

Since 1998 I have worked closely with individuals at board and leadership council level, predominantly in the banking and insurance sectors. At retreats around the globe, I provide guidance to high-level financial executives, focusing on the pressing issues in their field in conjunction with their personal development. I also maintain a private practice for Jungian psychoanalysis in Amsterdam.

My experience and affinity with the leading Dutch financial institutions is far-reaching and includes ABN AMRO Bank, ING Group and the Dutch Central Bank. I have facilitated regular strategic sessions at ABN AMRO Bank for Executive Vice Presidents and their immediate subordinates. Commencing in 2002, I designed, developed and executed a large, long-term initiative to enhance gender diversity at director and executive levels within ING Group worldwide. With over 10 years' experience on the subject, my cognizance and expertise on the dynamics of gender diversity in the Dutch corporate sphere is substantial.

Another of my fortes lies in developing and promoting pan-European dialogues: I have served as a catalyst for projects bringing together representatives from European member states at conferences and seminars that addressed improved approaches to corporate governance. I co-edited a publication covering the outcomes of these discussions. In my current role I have organized and chaired the annual Dutch Labor Relations conference in 2010 (Budapest) and 2011 (Dublin).

Among other academic functions, I am a visiting professor on a Ph.D. program at Pacifica University, California. As an internationally published author and lecturer on the need for new approaches to organizational development, I have written several articles and four books on the daily practice of leadership with particular focus on personal development among executives in large corporations and financial bodies.

## Academic Degrees

2004-2010	Accreditation as a Jungian Psychoanalyst	ISAP Zurich, Switzerland
2000-2009	Postdoctoral research, Psychology of Religion Project: The History of the Leadership in the International Sufi Movement	LISOR, Leiden University, The Netherlands
1998	Doctor of Theology, Psychology of Religion <i>Dissertation:</i> The Image of Spiritual Liberty: in the Sufi Movement following Hazrat Inayat Khan	University of Amsterdam, The Netherlands
1994	Master of Theology, Psychology of Religion Cum Laude <i>Thesis:</i> Perfect Man: a comparative study of the metaphysics of Ibn al-Arabi and ego-psychology	Lund University, Sweden
1989	Bachelor of Medical Science, Speech Pathology and Therapy <i>Thesis:</i> An Assessment Instrument for Dyslexia	Lund University, Sweden
1984	Master of Arts, Ethnology Cum Laude <i>Thesis:</i> Male and Female from a Symbol Analysis' Perspective	Lund University, Sweden
1983	Bachelor of Arts, Ethnology and Linguistics Cum Laude	Lund University, Sweden

## Professional activities

### Organisational development in the corporate business environment

2000-	Head of the International Desk	De Baak VNO-NCW
	In this function I have fulfilled different roles. My main contribution has been to:	
	<ul style="list-style-type: none"><li>• Serve as executive coach to the top of Dutch multinationals and financial institutions</li><li>• Innovate executive leadership program design and follow through with execution of these programs</li><li>• Internationalise the organisation's body of faculty and create liaisons with sister organisations in Europe</li><li>• Start up and maintaining de Baak Europe think tank</li><li>• Develop a methodology for psycho-spiritual coaching together with three colleagues</li><li>• Establish a concept for personal and leadership development for and by top women in the Netherlands</li><li>• Author several articles for internal use as well as for publications</li></ul>	

2001-	Executive Coach	Amsterdam
	<p>In my practice I work with individuals as well as in-company teams. Clients are senior managers, directors and board members in the age of 40 and older facing personal and professional transitions.</p> <p>My approach is grounded in Jungian psychoanalysis and Sufi training, resulting in a focused psycho-spiritual approach that meets with demands for thorough development.</p> <p>In 2010 I received 40 clients at the top of Dutch and multi-national companies in Amsterdam, Zurich, Rome and London.</p>	
1998 – 1999	Leading Ventures	Wassenaar
	<p>Leading Ventures is a small management development firm providing top-level learning events, board retreats, and executive coaching to some of the worlds largest corporations.</p> <p>Here I worked as leadership advisor and programme manager. My tasks were to:</p> <ul style="list-style-type: none"> <li>• Deliver tailor-made education for top managers within world leading businesses.</li> <li>• Be responsible for the programmes' organisation including designing course material, setting up project at international venues, ensuring high quality execution and evaluating feedback.</li> <li>• Coaching delegates.</li> </ul> <p>Programmes were conducted for among others:</p> <ul style="list-style-type: none"> <li>• ABN AMRO - Senior Management Course (SMC).</li> <li>• Compass Group plc - Achieving our Common Future - Leading Change.</li> <li>• SHV - Leadership Programme.</li> </ul>	
1997 – 2000	Personal leadership and communication work	The Hague
	<p>Activities focused on individual counselling, teambuilding, specialised projects, and seminars.</p> <ul style="list-style-type: none"> <li>• Individual counselling of senior managers using techniques improving leadership- and communication skills, along side with personal development.</li> <li>• Team building through conflict management and problem solving techniques.</li> <li>• Projects aiming at leading international top-team's development of new criteria for the measurement of success.</li> <li>• Seminars on ethics and values that shape corporate culture and identity. Amongst others "Requirements for Leadership in our Changing Economy – A Balancing Act?", Wassenaar in March, 2001.</li> </ul>	

## Clinical Practice. Speech pathology and therapy

1990-1995

Lund University Hospital  
Malmö County Council  
Karlskrona Hospital  
Sweden.

Regular clinical practice including:

- Assessment and treatment of adults who professionally use their voice and had developed functional voice disorders.
- Assessment, treatment and evaluation of children with speech impediment caused by neurological disorders or delayed development, and children with dyslexia.
- Education and supervision of staff involved in treatment of children with speech and language problems. Developed an understanding of the relationship between voice (physiological) and human development and expression.

## Lecturing and teaching

- 2010 - Visiting professor on a Ph.D. program at Pacifica University, California.
- 2000-2011 Several (key-note) speeches in different international conferences, e.g., International HRD Conference 2006, and for Dutch audiences, e.g., a series of seven lectures at de Rode Hoed in 2007.
- 1998 – 2000 Lecturer in Psychology of Religion, University of Amsterdam, Amsterdam.  
Lecturer in International Organisational Behaviour and Leadership, Webster University, Leiden.
- 1982 – 1986 Teacher in social science and linguistics, different schools in Sweden.

## Board and Organization Memberships

- International Association for Analytical Psychology, (IAAP), individual member
- Dutch Association for Analytical Psychology (NAAP), full member
- [International Association for Jungian Studies \(IAJS\)](#)
- International Leadership Association, (ILA)
- Swedish Chamber of Commerce, Board Member
- European Leadership Foundation, (ELF)
- Leiden Institute for Studies of Religion (LISOR), Leiden University
- Society for Organizational Learning (SOL)
- European Business Ethics Network (EBEN)
- International Association for the Psychology of Religion (IAPR)

## Languages

Swedish	Native speaker
English	Native proficiency
Dutch	Native proficiency
Italian	Conversational proficiency

## List of publications

Jironet, K. (2011) *Female Leadership. Management, Jungian Psychology, Spirituality and the Global Journey through Purgatory*. London: Routledge.

Jironet, K., Starren, H., Harris, P., (2011) (Eds). *Leadership Talks. Unifying Leadership in a Post Crisis World*. Amsterdam.

Jironet, K. (2010) *De Essentie van vrouwelijk leiderschap. Omgaan met de spanning tussen persoonlijke ontwikkeling en sociale rollen*. Amsterdam: Business Contact.

Jironet, K. (2009) *Sufi Mysticism into the West. Life and Leadership of Hazrat Inayat Khan's Brothers 1927-1967*. Leuven: Peeters Publishers.

Jironet, K., Vriesendorp, D. (2006) *De rol van het geweten. Persoonlijke keuzes van leiders in het Nederlandse bedrijfsleven*. Amsterdam: Business Contact.

Jironet, K. (2002) *The Image of Spiritual Liberty in the Western Sufi Movement Following Hazrat Inayat Khan*. Leuven: Peeters Publishers.

## Articles published 2010-2011

Jironet, K., Herdman, E. (2011) 'Next Generation Leaders', *Leadership Talks*, Amsterdam.

Jironet, K. (2010) 'Female Leadership', *Developing Leaders: Executive Education in Practice*, (IEDP) Issue 3, 2011, London.

Jironet, K. (2010) 'Female Leadership', *Business Executive* Issue 2, 2011, London.

Jironet, K., Stein, M. (2012) 'New Approaches for Leadership: A Psycho-Spiritual Model for Leadership Development' in *The Transforming Leader: New Approaches for 21<sup>st</sup> Century Leadership*. San Francisco: Berrett-Koehler Publishers.

Jironet, K. (2010) 'Inspired Leadership' (<http://www.aletta.nu/aletta/eng>)

Jironet, K. (2010) *Religion and Symbols*. NAAP conference: (<http://www.naap.nl/Bronnen/Artikelen/Religion%20Symbols%20Jironet/main.htm>)

## In the media 2010-2011

'Een goede topvrouw stuurt zichzelf aan', *Binnenlands Bestuur Publieke Zaken*: November 2010.

'The Female Way of Leadership', *Ode International*: July/August 2010.

'In elke vrouw zit een leider', *Ode Magazine*: May 2010.