

BUSINESS IDEA

We support international organizations in leading individuals and teams. Our solutions make both people and business sense. We help our clients improve their ability to meet the complex demands of the international business environment.

NOMADIC LIFE'S WORKING PHILOSOPHY

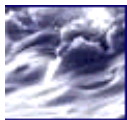
Many people tend to think of the art of management as being universal. Management practices developed in one culture may not easily transfer to another culture. This is as true for 'corporate' as for 'national' cultures. The way you manage people or implement human resource policies needs to be complementary with the culture your organization operates in on a day-to-day basis. Your policies (e.g. management development, recruitment, appraisal and teamwork) need to fit with the values that people embrace in their own environment. Then you will be able to successfully blend the strengths of your corporate culture with those of your local staff.

TEAMWORK IN AN INTERNATIONAL ENVIRONMENT

An international team of people starts to work together. After the initial excitement, misunderstandings can occur and negative stereotypes get reinforced. In this environment, cross-cultural competence is indispensable in making diversity work for you rather than against you. Within the European business environment, national boundaries are giving way to cross-border economic regions. Cultural and language diversity is an important factor in the day-to-day communication within organizations. Beyond these issues, there are other types of diversity (e.g. corporate culture, team dynamics, individual working styles) that influence the performance of your people.

MELTING ICE

In initiating change, we believe in melting the ice rather than breaking it. The standard 'off-the-shelf' solutions of today's business world underestimate the complexity of your particular business environment and may not yield the long-term results that you want. There is a lot of talk about implementing change in the corporate world. We want to help you to get beyond the talk and on to how to do things differently on a day-to-day basis. After all, it is your success that matters, not that of the consultant's concepts or models.



OUR SERVICES INCLUDE:

- Executive Coaching
- Team-building and conflict resolution
- Cross-cultural consultancy and training
- Mediation (Alternative Dispute Resolution)
- Process facilitation
- Change management consultancy
- Knowledge management: enhancing the learning ability within the organization
- Leadership development including negotiating skills, presentation skills, coaching skills, recruitment and appraisal skills
- Career management
- Psychometric assessment including 360° feedback



ABOUT US



Ann Houston Kelley, MA
Managing Partner

Ann is an American (dual American/Dutch citizenship) who is living and working long-term in the Netherlands. She is trained as an economist and a psychologist and combines these perspectives to assist international organizations in using differences to 'get the job done'.

Her key area of expertise is coaching expatriate executives and their globally-dispersed teams on effectiveness and change management issues. She is particularly skilled in working with international organizations on mergers and acquisitions and diversity issues.

Before co-founding Nomadic Life MANAGEMENT CONSULTANTS, she worked as a marketing analyst, an IT project leader, an HR specialist and a psychotherapist for international managers, diplomats and their families.

Ann has a Bachelors degree in Economics and Public Policy Studies and a Masters degree in Counselling Psychology. She is a senior associate of the Center for Creative Leadership Europe and holds memberships in the Worldwide Association of Business Coaches (WABC), the International Society for Intercultural Training and Research, the Netherlands Institute of Psychologists and the American Psychological Association.

She has been an invited speaker at numerous international conferences in Europe including the last four "Women on the Move" Conferences (Brussels, Paris and London). She is a contributor to *Global Competence: 50 Training Activities for Succeeding in International Business* (HRD Press, 2000).



Drs. Fredrik Fogelberg, CMC
Managing Partner

Fredrik is Dutch with a Swedish and Finnish background. His main interest is in differences in leadership approaches across national borders, and the complexity of international teams.

He works both with groups and individuals in helping them to do their jobs more effectively in the international environment they perform in. Typical assignments are team facilitation, leadership development, executive coaching and cross-cultural consultancy.

Before co-founding Nomadic Life managements consultants, he worked with HR development for KLM Royal Dutch Airlines and as European training manager for Nike Europe. These roles sparked his interest in both the cross-cultural aspects of managing and group dynamics, in which he has done post-graduate training.

He studied in France and the Netherlands, and completed his degree in industrial and organisational psychology. His interest in languages led him to study several of them as well as travel extensively. Fredrik works in six languages and is a member of the Netherlands Institute of Psychologists, and Sietar Europa (Society for Intercultural Education, Training and Research).



INSTRUMENTS

Nomadic Life Consultants are certified for the following assessment instruments:

- Personality instruments
- 360° feedback
- Team assessment
- Cultural preferences
- Career indicators
- Organizational culture
- Learning styles
- Stress and burnout



CLIENTS

Business Schools and Educational Institutions

Åbo Akademi (Finland)
Ashridge (UK)
Center for Creative Leadership (Belgium)
De Baak (Netherlands)
Hotel School The Hague
Insead (France)
Institutet för Företagsledning (Sweden)
Nyenrode Business School (Netherlands)
Oxford Psychologists Press
Rotterdam School of Management (Netherlands)

Consulting

Boston Consulting Group
PricewaterhouseCoopers

Finance

ABN-AMRO
Union Bank of Switzerland

Government

European Patent Office
European Space Agency
Gemeente Almere
Organisation for the Prohibition of Chemical Weapons

Coaching Clients

In addition, we have coached managers from: Accenture, Alstom, Ballapur Industries, Ciba Geigy, Die Continentale Versicherungen, FMC, Fortis, Gambro, General Motors, Interbrew, Nokia, Novartis, Oracle, Orkla, Pepsico, Pfizer, Solvay, Sun Microsystems, Syngenta, TNO, Unilever.

Countries where we have done assignments:

Austria, Belgium, Costa Rica, Finland, France, Germany, Italy, Norway, Singapore, Spain, Sweden, Switzerland, Thailand, United Arab Emirates, United Kingdom, United States.

ICT

Cisco Systems
Hewlett Packard
New Skies Satellites
Ordina

Manufacturing/Petrochemical

Akzo Nobel
BHP Billiton
Rockwell Automation
Shell

Retail

Ikea

Service Industry

Alitalia
Foursquare Relocations
Intercontinental Hotels and Resorts
KLM