

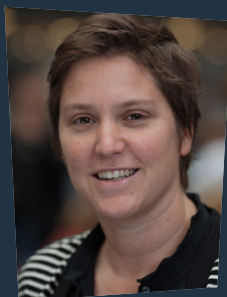
The Authors

Members of the Research Group Sustainable Talent Development at The Hague University of Applied Sciences (THUAS)



Max Aangenendt received his PhD in 2015 for his dissertation about changes in identifications and professional identities of employees. He investigated several personal and organisational factors. His current research focuses on 'pop-up learning networks' of professionals. Since these 'mini learning networks' in workplaces function as a kind of 'pit stop', they are referred to as using the '4*4 Pit Stop Model'. These pit stops are easily accessible, temporary, and result-oriented. Max focuses predominantly on the two questions: what a facilitator contributes to the development of a highly effective learning environment in such a network, and how facilitators can learn from one another.

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Hester Brauer is a lecturer, team manager, and researcher at The Department of Social Work and Education. She researches the characteristics of dynamic learning communities for empowerment of delayed students. Together with colleagues she developed and implemented the 'PowerHouse'. This is a learning community for encouragement of students in developing a positive personal, social and professional identity by role models, social interdependency, symbols, and rituals. Inspired by this, Hester started a university-wide initiative for designing the building blocks of a learning environment for delayed students.

She received the Comenius Teaching Fellow from the Minister of Education for further developing this concept.

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Lonneke Frie graduated in cognitive psychology at the University of Amsterdam and the Tokushima University in Japan. The last 20 years she spent as an HRD professional and an HR business partner in the world of international business, focusing on designing and implementing development programmes for professional specialists. Since 2013 she is a senior lecturer in Human Resource Management. In 2017 she started PhD research about the innovative capacity of professional specialists. She is being supervised by Dr. Ellen Sjoer, Prof. Beatrice van der Heijden and Dr. Hubert Korzilius at Radboud University.

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Janine Haenen is an educational advisor for the Department of Business, Finance & Marketing (BFM). As member of a Project Team she advises and supports lecturers and management for the Department-wide educational innovation project 'Networkcurriculum'.

For the Research Group Sustainable Talent Development she conducts research about the Honours Programme of the university. In this she focuses on the honours students and their motivation, learning needs, competencies and how they experience challenges within this programme.

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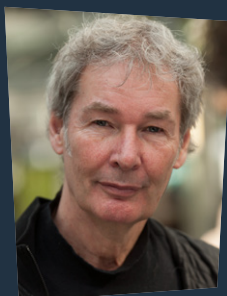
Suzanne Hallenga-Brink is senior lecturer and head of Industrial Design Engineering at the Faculty of Technology, Innovation and Society, researcher at the research group Sustainable Talent Development, and European Regional Leader within the worldwide engineering education CDIO network. Thus, she experiences educational innovation from different angles and complementary perspectives. Graduated in both industrial design engineering at TU Delft and educational sciences at Leiden University, she uses an education design research approach to evaluate curriculum innovations at IDE. Currently, she does research on curriculum design principles that effectively facilitate student talent development and decrease underachievement in higher design education.

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Miranda de Hei is a senior educational researcher at THUAS and a lecturer and researcher at Utrecht University of Applied Sciences. She received her PhD degree from Leiden University. Her PhD thesis was entitled 'Collaborative learning in Higher Education: design, implementation and evaluation of group learning activities'. Her research topics are learning communities, group learning and group assignments, and collaborative learning.

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Rainer Hensel works as a senior researcher examining the relationship between personality and professional development, e.g. entrepreneurial learning and leadership development. He has a fascination for coping with the ambiguity and complexity of organisational challenges. He wrote a dissertation about the 'sixth sense' in professional development: what personality traits help you to cope with highly ambiguous problems that lead to innovative visions on new phenomena? His research focus is on evidence-based training and development of entrepreneurial core competencies, both individually and in small, self-directed groups.
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Frans Jacobs conducted PhD-research about innovation demands for higher vocational education from the perspective of digitalisation. He works in higher education for many years in roles like instructor, policy advisor, project member, researcher, and lecturer. Nowadays he is a head lecturer at the Department of BFM and works as a researcher and project member for the 'Networkcurriculum' project. For the Connected Learning Platform of THUAS he researches forward-looking concepts for degree programmes to prepare students for a rapidly changing world. For this, Frans is particularly interested in increasing the capacity of lecturers, educational support staff, and managers to accommodate rapid change.
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Bart Lamboo has been interested in the human perspective from an early age: why do people do what they do? That he studied psychology made perfect sense. He is fascinated by the interface between technology and psychology. During his study he immersed himself in user-friendliness research. From the moment he worked as a lecturer in psychology for THUAS he started experimenting with blended learning. He was amazed about the many hurdles to really make progress. When the vacancy to do research on blended learning was posted, he did not hesitate for a second: this was something he wanted to contribute to.
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Reinekke Lengelle is a writer, poet, teacher and academic. She has taught online and face-to-face for 22 years and is a visiting graduate professor with Athabasca University, Canada's Open University. She created Career Writing, which is a creative and expressive writing approach to personal development that supports people in their identity learning. "Stories we believe affect the way in which we live our lives and interact with others: by changing our internal dialogue we change the quality of our external dialogue." Reinekke's work speaks to developing one's 'warm inner compass' in life and career. Find her publications and her www.writingtheself.ca.
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Karijn Nijhoff researches various aspects of the integration and labour participation of migrant groups in The Hague and in the Netherlands in general. Her research focuses on the stories of migrants themselves. She looks into the experiences and needs of newcomers in order to arrive at recommendations for a smooth transition to their participation in society. She uses both quantitative and qualitative research methods. Karijn received her PhD from Michigan State University in the United States where she investigated the effect of facilities available in welfare states on the economic participation of migrants.
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Karin Potting is a researcher and lecturer who teaches in the HRM degree programme. She conducts research into the effects of digitalisation on work and the role that HR can play here in safeguarding the sustainable employability of professionals. Karin is also the author of several HRM textbooks. Her fully revised book entitled 'Personeelsmanagement nader becijferd' was published recently and has become a bestseller among students of universities of applied sciences, lecturers and professionals. In this book, she explains how HR analytics can support business operations with a focus on the human dimension. Finally, Karin has played an important role in the educational innovation of the HRM curriculum.
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Ellen Sjoer received her PhD from Leiden University. At the Department of Technology, Policy and Management at Delft University of Technology, she was a project leader for various research projects about e-learning and knowledge management in higher education and at companies (including Shell). She was also involved in EU projects. The first research group that she headed at THUAS was known as 'Knowledge Infrastructure for Science and Technology'. Currently, Ellen heads the Sustainable Talent Development Research Group. She also participates in various networks such as the platform Studio 21st Century skills and the Dutch Network of HRM Professors ('Breed Platform Arbeid').
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Other authors



Dennis Bleeker and Henk Schaaphok

are both senior lecturers in the Marketing Programme (Department of BFM) and researchers at the Innovation Networks Research Group / Retail Innovation Lab. Dennis and Henk have conducted research into the potential applications of big data in the retail sector and into the possibilities of developing a new educational concept for big data in the Marketing Programme.

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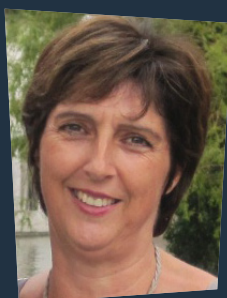
Jos van Helvoort was a member of the Research Group Sustainable Talent Development from 2013 to 2017. In 2016 he received his PhD for his dissertation on the assessment of information literacy skills. He is a senior lecturer and a member of the curriculum board in the Information and Security Management degree programme at THUAS. Jos is also a researcher in the field of media literacy for the Information, Technology and Society Research Group at THUAS. He is a member of the standing committee for the European Conference on Information Literacy. His publications are available on the HBO Knowledge Base and on NARCIS.

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Tiffany de Jong received her Bachelor's degree from the Human Technologies programme at THUAS. Her central interest was the individual user of technology. For her Bachelor Thesis she researched students' perceptions and needs. This was part of the innovation project 'Networkcurriculum' at the Department of Business, Finance & Marketing.

Her next step will be studying Russian history and culture at Leiden University.

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Ilona Lavèn is a learning & development advisor at The Hague Center for Teaching and Learning (HCTL). Her expertise is in career guidance, coaching, and team development. Her passion is bringing out the best in people and getting them in touch with their talents and challenges. Team development for an open and professional culture is currently one of the policy objectives. Effective collaboration increases the quality of teaching and research. She works on connections and effective cooperative relationships between management and team. A customised development plan for professionalisation is part of her work.

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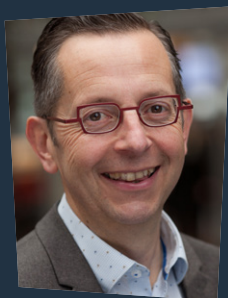


Hester Lentz is a project manager for the Department-wide educational innovation project 'Networkcurriculum' at the Department of BFM. As an educational scientist, she is responsible for the development of the first year of all five programmes of the Department.

She worked for the accreditation process of various programmes and was first year coordinator for the International Business and Management Studies Programme.

Her focus is to help programmes deliver the quality necessary to guide and support students. Part of this is enabling students to discover who they are, to explore their talents, and to prepare them for entering the business field as a young professional.

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Geert Neelen is a programme director for the Public Administration and International Public Management Programme. He received his PhD for his research that applied the principal-agent theory to public-sector landlords in the Netherlands. Until 1999, he was a lecturer and researcher at Leiden University about topics as policy changes at the Ministry of Agriculture, Nature and Food Quality, and the local administration and position of the town clerk. He is very interested in administrative roles within the public domain.

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Ronald Visser is entrepreneurship educator and programme director at THUAS. With a team of thirty lecturers and researchers he is responsible for the Bachelor Programme Entrepreneurship & Retail Management. Ronald started his academic career as a researcher at the Nyenrode Business University. He has published several articles and book chapters on talent management and managerial derailment. His research interests lie in entrepreneurship education and hybrid entrepreneurship.

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Piet Willems was affiliated with the Department of European Public and International Law at Ghent University where he was involved in several interdisciplinary European research projects. In recent years, he made an active contribution to the operation of the European Integration Research Group by conducting research on the theme 'Better Regulation'. These activities have revolved around an analysis and evaluation of inter-institutional agreements between the European Parliament, the European Council and the European Commission. Since September 2017, Piet has been the team leader for the Applied Safety & Security Studies Programme for which he helped to develop a research policy.

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