



Robert Wispelweij

Career Coach | Strategic HR Partner | Workforce Operations Lead

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ABOUT ME

Senior **Workforce Management Strategist** with 20+ years' experience in sport, entertainment, and hospitality operations. Contributing substantially to the highly successful organization of world class global events. Collaborating with colleagues on all levels of the organization to create a positive environment, focused on "executing with excellence" and adding value to the end-result.

Strong analytical skills combined with strategic & organisational vision, will result in implementing a clear HR strategy and operating models.

SKILLS

Coaching	Communication
Critical Thinking	Talent Planning
Recruitment	Hospitality
Project Management	Global HR
Leadership	Human Capital
Sports	Labor Law

EDUCATION

University of Amsterdam, Organisational Psychology 1993-1999

HEAO Business Education, Commercial Economics 1991-1994

VU University Amsterdam, Economics 1988-1991

LANGUAGES

Dutch	mother tongue
English	full professional proficiency
German	good working proficiency
French	working proficiency

EXPERIENCE

Career Coach & HR Consultant 2024–Present
Total Workforce GmbH, Männedorf, Switzerland

- Consult organisations in Hospitality, Sports & Entertainment on HR Strategies & - vision development, with focus on corporate establishment & governance.
- Coaching individuals on career planning, goal setting, and overcoming challenges to achieve career success throughout their professional life.

Director Workforce Operations 2021–2024
IMG/On Location, Paris, France

- Defining & implementing the appropriate local structure as vehicle to deliver the Paris 2024 Olympic Hospitality Program.
- Ensuring the set service provisions for the workforce are met, to create world-class hospitality experiences.
- Identify new opportunities and create strategies to improve and optimise the event delivery model for "On Location", including its related resources, HR tools - and systems.

Head of Workforce Management 2016–2021
FIFA, Zürich, Switzerland

- Strategic operational Workforce planning for FIFA World Cup Russia 2018 and Qatar 2022; annual & quadrennial budget responsibility.
- Established clear HR vision, strategy, and operating model for overall FIFA organization, developed in collaboration with key stakeholders.
- International and domestic stakeholder relationships including Local Organizing Committees, Government Agencies, (Participating) Member Associations, media, and commercial partners.

Voluntary Career Coach 2014–2015
Geneva Career Network, Geneva, Switzerland

- Helping individuals build effective CVs, develop interview skills, and prepare for international placements.

Workforce Advisor 2006–2013
UEFA, Nyon, Switzerland

- Set up HR organisations for UEFA EURO 2008 & EURO 2012, from inception to fully operational business, providing credible, world class conditions to high performance teams.
- Led high-performing-, innovative-, results driven Workforce Management team of 43 team-members.

Regional HR Director 2000–2005
NH Hotels, Netherlands, Belgium & Switzerland

- Restructuring & centralization of operational Business Unit in Netherlands, Belgium, Switzerland & Austria.

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