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Bio: Hans is an experienced international petroleum engineer and business innovator. He is a master practitioner of change & innovation management processes and known, within Shell, for his contrarian approaches towards moving innovations forward, delivering results that were not imagined possible.

Hans started his working life as a research assistant with The Netherlands Cancer Institute Antoni van Leeuwenhoek in Amsterdam. After completing his MSc he joined Royal Dutch Shell in 1982 as senior international staff in Petroleum Engineering. This was the start of an incredible international journey that lasted 33+ years, covering 18 different roles, some that were 'very technical' to others that were very 'non technical'. Common threads were people development and exploiting new practice and emerging technologies for business benefit.

Examples of career highlights are: pursuing soil carbon storage through adaptive multi-paddock grazing to tackle global warming; the development and first large-scale implementation of a gas field-planning tool; the establishment of a recruitment practice; founding member of the virtual global teams, a new way of working in Shell; development and delivery of an accelerated competency development program for academic staff joining Shell.

Since 2009 Hans worked as [Shell GameChanger](#), gaining invaluable experiences in taking forward potential disruptive ideas from initial conception to ultimately value realization. He provided direction, leadership and support to the idea proponents, building constructive and trusting relationships with a broad array of creative and energetic personalities, in and outside Shell, whilst building bridges with the receiving Shell organizations to minimize valley of death problems after graduation. During this period, he dealt with over 1000+ ideas, managing an execution portfolio with a value of several billion dollars.

Early 2016 Hans founded Innovation Nestor Consulting. As innovation nestor he is teaching classes, coaching and mentoring individuals and providing consultancy services to companies wanting to increase the probability of success in their innovation efforts. An integral part of his activities is the further development of game changing style innovation practices.

August 2016 Hans joined [Knack.it](#) as their Chief Innovation Officer leading their innovation strategy. As a Company Knack is on a journey that will fundamentally change how businesses find exceptional people for the job / role to-be done whilst empowering people to realise their life's potential. We achieve this by developing technology that combines cutting-edge video games, big data analytics, and state-of-the-art behavioural science, creating mobile applications that are predictive, authentic, engaging and scalable.

Education: A MSc in Chemistry and Information Technology and BEd in Physics & Chemistry from the University of Amsterdam; a BEng in Chemical Engineering from the Amsterdam University of Applied Sciences and an Executive Certificate in the Advanced Human Resource Program University of Michigan Ross School of Business.