



Ruud Rikhof

Co-Founder & Managing Partner

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As corporate HR executive I have worked many years in blue-chip companies with progressive HR practices, like IBM, Bristol-Myers Squibb, Novartis, UBS, held global roles and supported client populations of up to 20.000 employees. I have a deep subject matter expertise in HR Transformations and career consulting. Lived and worked from Netherlands, Austria, UK, Germany and Switzerland. As entrepreneur I commercialized with KennedyFitch my corporate HR experience into a recognized brand in search and consulting for Human Resources. Next to this, I am a community builder and networker in HR, amongst others as co-founder of the Beyond HR Forum.

Practice: Consultancy & Coaching
Executive Search for HR

Based in: The Netherlands & Switzerland

Languages: English, Dutch, German

Executive Search

Specialization: Human Resources at CHRO. CHRO-1 and -2; Our sweet spot is international candidates for multinational companies

I always try to figure out what a client really needs, as this is not always what they ask for. With candidates I spend quite some time figuring out if the role is a natural fit with their family life and their career objectives, as most of our candidates relocate internationally. And in almost every conversation I am trying to understand how company and candidate are preparing for the new world of work.

Consultancy

Specialization: Future of work and future of HR

I help my clients understand how HR and work is evolving. And a large piece of that is helping them understand how the transformative power of technology is disrupting all assumptions we hold about leadership and "organisations as vehicles to distribute work"

Coaching

Specialization: Career development in HR

With 25 years in corporate HR and 10+ years in executive search for HR, I combine my insights to provide counsel to career development in HR and put this in the context of how work and HR will be evolving in the years to come.

2012 – present
Co-founder and Managing Partner at
KennedyFitch

2007 - 2012
Managing Director; Head HR Middle & Back
functions, including IT, Operations at UBS

2005 - 2007
Executive Vice President Human Resources at
The Nuance Group

2001 - 2005
Various HR Leadership roles at Novartis

1997 - 2001
Senior Director Human Resources DACH and
Central & Eastern Europe at Bristol-Meyers
Squibb

1996 - 1997
Human Resources Operations Manager Central
Europe & Russia at IBM

1987 – 1995
Several HR roles in retail and commodity
trading at SHV