

# jeroen breman

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## Work experience

### Northwest Lineman College

*Grid University - Learning & Development Coordinator* Dec 2015 – present

- Performance improvement strategy development and implementation
- Design, development, delivery, and evaluation of blended learning solutions
- Research, support, and training design for the selection and application of educational technology
- Advise on technology implementation

### Oxfam Great Britain

*Learning and Development Project Manager* 2009 – Oct 2015

Supply & Logistics Department

- Staff development strategy formulation and implementation
- Design, development, delivery, and evaluation of blended learning solutions
- Sourcing of external training providers and contract management
- Coordination of the development and use of sector wide competency frameworks
- Support key senior S&L staff in the development of training and facilitation skills
- Facilitation, mentoring, and coaching
- Liaise with international peer- and professional networks, to share experiences, to develop new initiatives and to keep abreast of latest developments in the field

### Jeroen Breman Gl(o)bal Learning

*Independent consultant* 2008 – 2009

- Design and development of customized learning solutions

### WWF Netherlands

*Advisor Learning & Communication* Nov 2008 – Nov 2009

Temporary, part-time position.

- Design and development of learning products for the Nature & Poverty Cluster of WWF

### WWF International

*Manager WWF College Leadership Development Programme* 2000 – 2007

People Development Team

- Policy & strategy development.
- Instructional design & developments – Blended learning
- Team management
- Budget management
- Internal and external communications
- Contract management

### The Pennsylvania State University

*Instructor* 1998 – 2000

Department of Instructional Systems

- Instructor of different Masters' level Instructional Systems courses to graduate students and Teacher professional development programmes

*Instructional Designer*

1997 – 1998

Link2Learn

- Professional Development for Pennsylvania Teachers

	<p><i>Graduate assistant</i> 1996 – 1997</p> <p>Department of Instructional Systems</p> <ul style="list-style-type: none"> <li>• Instructional systems lab assistant</li> <li>• research assistant</li> </ul> <p><b>University of Twente</b></p> <p>Department of Educational Science and Technology</p> <p><i>Junior researcher</i> 1995 – 1996</p> <p><i>Graduate assistant in different projects and programmes</i> 1990 – 1994</p>
<b>Education</b>	<p><b>Instructional Systems</b></p> <p><i>The Pennsylvania State University, USA</i> 1996 – 2000</p> <p>PhD Candidate – (not completed)</p> <p><b>Educational Science and Technology, M.Sc.</b></p> <p><i>University of Twente, The Netherlands</i> 1988 – 1995</p>
<b>Selected workplace learning</b>	<p><i>Workplace coaching certificate</i> 2013</p> <p>Results Coaching System, by NeuroLeadership Group UK</p> <p><i>Facilitation skills</i> 2010</p> <p>Oxfam GB, Internal training. Facilitator: Alison Lewis, Spiral Training.</p>
<b>Publications (English)</b>	<p>Breman, J. &amp; Stoel, D. (2004). Return on investment in nature conservation: Evaluating impact of leadership development in the World Wide Fund for Nature. In M. R. Simonson (Ed.), <i>Proceedings of selected papers of the 2003 International Convention of the Association of Educational Communications and Technology</i>. Anaheim, CA.</p> <p>Carr-Chellman, A., Cuyar, C., &amp; Breman, J. (1998), User-Design: A Case Application in Health Care Training. <i>Educational Technology Research and Development</i>, 46(4), 97-114.</p> <p>Carr-Chellman, A., Dyer, D., &amp; Breman, J. (2000). Burrowing through the network wires: Does distance detract from collaborative authentic learning? <i>Journal of Distance Education.</i>, 15(1).</p> <p>Collis, B., &amp; Breman, J. (1997). Information Technology Education in a cooperative environment: Design and evaluation. In M. R. Simonson (Ed.), <i>1997 Proceedings of selected Research &amp; Development Paper Presentations, sponsored by the Research and Theory Division of AECT</i> (pp. 5-20). Ames, Iowa: Iowa State University.</p> <p>Koszalka, T.A., Breman, J., &amp; Moore, M.K. (1999). Sharing lesson plans over the World Wide Web: Important components. <i>Journal of Education and Information Technologies</i>, 4(2), 143-151.</p> <p>Rubish, J.C., Carr, C.S., &amp; Breman, J. (2000). Not the Same Old Story -- Long Distance Collaboration to Increase Interpersonal Understanding. <i>T H E Journal (Technological Horizons In Education)</i>, 28(3), 60-67.</p>

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Verhagen, P.W., & Breman, J. (1995). Instructional format and segment length in interactive video programs. In M. R. Simonson, and M. Anderson (Eds.), *Proceedings of selected research and development presentations at the 1995 National Convention of the Association for Educational Communications and Technology* (pp. 612-627). Ames, Iowa: Iowa State University.

WWF College for Conservation Leadership. (2004). *Return on Investment in Nature Conservation; Evaluating impact of the WWF College*. Internal report. Zeist, The Netherlands.

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## Publications (Dutch)

Breman, J. (1995). *Het effect van instructieformat op segmentlengte bij instructie met interactieve video* [The effect of instructional format in interactive video lessons]. Enschede, The Netherlands: University of Twente, Department of Educational Science and Technology.

Breman, J. (1995). *Literatuurstudie naar onderzoek van het aanpassen van interfaces aan individuele gebruikers* [Research of adapting human-computer interfaces to individual learners; A review of literature]. Enschede, The Netherlands: University of Twente, Department of Educational Science and Technology.

Breman, J. (2001). Online leren in natuurbescherming [Online learning in nature conservation]. *HRD Thema; Leren over grenzen heen [HRD Theme: Learning accross borders]*, 2(3), 45-51.

Breman, J., & Carleer, G. (1996). *Gestructureerd projectonderwijs voor eerstejaars studenten Toegepaste Onderwijskunde* [Structured project-based education for first-year students in the Department of Educational Science and Technology]. Enschede, The Netherlands: University of Twente, Department of Educational Science and Technology.

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## Press coverage

Bakker, P. (2003). WNF meet trainingsrendement: Hier is leerwinst te behalen [WWF measures return of training: There is a profit in learning here]. *PW, Dec 2003*, 29.

Bouwman, A. and Linden, A. van der. (2007). Duurzaam ontwikkelen: Leiderschaps ontwikkeling bij het Wereld Natuur Fonds [Sustainable development: Leadership Development in the World Wide Fund for Nature]. *Opleiding & ontwikkeling, Oct 2007*, 8-11.

Braat, E. (2003). Tussen contouren en winspercentages: Hoe hard kun je een HRD-inspanning maken [Between contours and profit margin: How much evidence can you find for HRD-efforts]. *HRD Magazine, Dec 2003*, 40-43.

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## Conference presentation

Breman, J. (2001). E-learning and nature conservation; The case of the WWF College. 2001 AECT International Convention, Atlanta, GA.

Breman, J., Carr, C.S., & Rubisch, J.C. (1999). Cognitive Flexibility Hypertext: An approach to teaching in the affective domain. 1999 AECT National Convention. Houston, Texas.

Breman, J., & Collis, B. (1997). Information Technology Education in a cooperative environment: Design and evaluation. 1997 AECT National Conference. Albuquerque, New Mexico.

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- Breman, J., Ge, X., Tan, S. C., Williams, J., Wagner, K., Grabowski, B. G., & Hawthorne, E. (2000). Perception of participants in distance learning courses of Web-based instruction and face-to-face instruction. 2000 AECT International Convention, Long Beach, CA.
- Breman, J. & Giacumo, L.A. (2014, November). Badges in workforce education: The case of certification of humanitarian logistics in Oxfam. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA.
- Breman, J., Marrewijk, D. van, & Loughner, P. (2005). WWF Leaders: Alternative Programme Assessment Instrument. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Orlando, FL, USA.
- Breman, J. & Stoel, D. (2004). Return on investment in nature conservation: Evaluating impact of leadership development in the World Wide Fund for Nature. 2004 AECT International Convention, Anaheim, CA.
- Carr, A., Breman, J., & Cuyar, C. (1998). User-Design: A Case Application in Health Care Training. 1998 AECT National Conference. Saint Louis, Missouri.
- Carr-Chellman, A., Dyer, D., & Breman, J. (1999). Problem-based learning problem: Collaborating at a distance. 1999 AERA National Meeting, Montréal, Canada.
- Giacumo, L.A. & Breman, J. (2015, November). Cross-cultural, Global Training Programs: Tips and techniques to produce standardized training materials that work in a variety of cultural contexts. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Indianapolis, IN, USA.
- Giacumo, L.A. & Breman, J. (2015, October). The gift that keeps giving: Eleven ways to extend the reach of capacity building projects for sector wide performance improvement. Presentation at LINGOs Global Learning Forum, Little Rock, AK, USA.
- Griffith-Boyes, R. & Breman, J. (2014, November). "Without Technology Learning is Impossible" – Study of Learning and Development Practices in the Humanitarian Sector. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA.
- Jonassen, D., Carr, C., Breman, J., Toci, M., Koszalka, T., & Taricani, E. (1998). Constructivist Learning Environments: A Design Model and Examples. 1998 AECT National Conference. Saint Louis, Missouri.
- Moore, M.K., Koszalka T.A., & Breman, J. (1999). Guidelines for sharing lesson plans over the World Wide Web. 1999 AECT National Convention. Houston, Texas.
- Verhagen, P.W., & Breman, J. (1995). Instructional format and segment length in interactive video programs. 1995 AECT National Conference. Anaheim, California.

<b>Selected service</b>	Volunteer with LiNGOs (Learning in International NGOs – <a href="http://www.lingos.org/">http://www.lingos.org/</a> )	2008
	Member of AECT's presidential nominating committee	2003 – 2004
	Member of Penn State Universities' 1999/2000 W. Lamarr Kopp International Awards Selection Committee	2000
	President of Penn State University's European Student Club	1998 – 2000

<b>Grants/awards</b>	<i>The International Division of the Association of Educational Communications and Technology Award for Outstanding Practice in an International Setting by a Student of Educational Communications and Technology.</i>	2002
	The 1999 Kyle L. Peck Presidential Scholarship of the Association of Educational Communications and Technology.	1999
	Grant from the Mark Davidson Travel Fund to present a paper at the 1997 AECT National Conference in Albuquerque, New Mexico.	1997

<b>Professional memberships</b>	AECT - Association of Educational Communications and Technology.
	ToPoS - University of Twente, Educational Science and Technology Alumni Association.

<b>Languages</b>		<i>Listening</i>	<i>Speaking</i>	<i>Reading</i>	<i>Writing</i>
	<i>Dutch</i>	Excellent	Excellent	Excellent	Excellent
	<i>English</i>	Excellent	Excellent	Excellent	Excellent
	<i>French</i>	Good	Good	Good	Moderate
	<i>German</i>	Good	Good	Good	Moderate
	<i>Spanish</i>	Beginner	Beginner	Beginner	Beginner

<b>Selected tools</b>	MAC OS	Windows OS	MS Office	LibreOffice
	GoogleDocs	PhotoShop	GIMP Shop	Blackboard Collaborate
	Moodle	SCORM	HTML/HTML 5	Dreamweaver
	Articulate	FreeMind	PeopleSoft	SPSS
	PSPP	Elan	Zotero	EverNote
	iMovie	MovieMaker	OpenProj	TinCan
	LearnDash LMS	Outstart	JavaScript	Yammer
	Adobe Indesign	Scribus	AICC	MS Sharepoint