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Nationality: Dutch  
Date of birth: 21 August 1964 in Geleen, The Netherlands

## Objective

To build a dynamic organization, in a start up or change management situation, specializing in retail banking, asset management, insurance or leasing. Looking for international exposure and an opportunity to work in different market situations.

## Profile

- ✓ Experienced in distribution of asset management products in Central and Eastern Europe.
- ✓ Skilled at building up an asset management business from ground up including putting in place a professional team, creating a network of distributors, prospects and contacts and taking on complete responsibility for sales and profitability.
- ✓ Senior consultant for strategy, market-development, product-development and sales with respect to retail banking
- ✓ Management consultant for reducing costs, increasing efficiency and profitability within the banking sector
- ✓ Adept at managing large teams and achieving results that contribute to the bottom line of an organization
- ✓ Ability to transfer knowledge and business-culture acquired from Rabobank into different markets and circumstances

## Accomplishments

- ✓ As **Manager Business Development Central & Eastern Europe, Robeco Group, Poland** built a highly profitable fund distribution and asset management team with a strong distribution network extending throughout Central and Eastern Europe
- ✓ As **Advisor to the President of the Management Board, Rabobank International - Bank BGZ, Poland** achieved a clear organisation within retail banking department, with a split between product management and sales. Actively advised on new strategic choices for retail banking within the bank and the implementation of investment advice services and MIFID
- ✓ As **Management Consultant, Rabobank Nederland, Headquarters** guided more than 25 local banks with the implementation of a return-enhancing and cost-reducing efficiency program which has greatly contributed to the success of Rabobank. Regularly rated within the top-3 of most successful consultants

- ✓ As **Manager Private Banking & Investments, Rabobank 's-Hertogenbosch, Netherlands** responsible for the commercial results of the department 'Private Banking and Investment Advice'.
- ✓ As **Management Consultant, Robeco Group** successfully implemented a new concept of investment-services within local Rabobanks in the southern part of the Netherlands. Stepped up sales of Robeco products through presentations, workshops, market-analyses and change-management. Later as **Sales Manager Related Channels**, created methods to increase sales in key sales channels including ICCREA Banca in Italy and Rabobank Group entities in Switzerland, Luxemburg and France.
- ✓ As **Sales Manager, Rabobank Voerendaal, Netherlands**, successfully managed the department Financial & Mortgage Advice.
- ✓ As **Manager European Equities, ABP**, one of the biggest pension funds in the world, responsible for managing the European Equity portfolio of ABP Investments. Later as **Relationship Manager** created a business plan for the relationship management of the Investment Department and the stakeholders of the Pensionfund.
- ✓ As **Associate University Teacher, Open University of The Netherlands**, responsible for teaching and developing courses in the field of Corporate Finance and Investment Theory

## Academic Profile

1998: **Marketing of the Financial Service Industry**  
University of Groningen, Academy of Management

1997: **Diverse Rabobank courses**  
*Rabobank Academy*

1992: **Economics (Master degree)**  
*University of Maastricht, Faculty of Economics*

- ✓ Specialisation: Financial Management and Investment Theory
- ✓ Active as assistant to the Faculty, guiding 1st and 2nd year courses
- ✓ Active as secretary of the Alumni association
- ✓ Editor of the "Economenblad"

## Language Skills

|                |                        |
|----------------|------------------------|
| <b>Dutch</b>   | native                 |
| <b>English</b> | fluent                 |
| <b>French</b>  | proficient             |
| <b>German</b>  | good working knowledge |
| <b>Italian</b> | basic                  |

## Brief Work History

| Designation  | Company  | Period           |
|--|--|------------------|
| Manager Business Development<br>Central & Eastern Europe | Robeco Group, Warsaw, Poland                         | 11/06 to Present |
| Advisor to the President of the<br>Management Board      | Rabobank International - Bank<br>BGZ, Warsaw, Poland | 04/05 to 10/06   |
| Management Consultant                                    | Rabobank Nederland,<br>Headquarters                  | 03/03 to 04/05   |
| Manager Private Banking &<br>Investments                 | Rabobank 's-Hertogenbosch,<br>Netherlands            | 03/02 to 03/03   |
| Sales Manager Related Channels<br>Management Consultant  | Robeco Group   | 01/98 to 03/02   |
| Sales Manager  | Rabobank Voerendaal,<br>Netherlands                  | 09/96 to 01/98   |
| Relationship Manager<br>Manager European Equities        | ABP  | 02/95 to 09/96   |
| Associate University Teacher                             | Open University of Netherlands                       | 09/92 to 02/95   |