

MINT Incorporated Board of Directors

Candidate Questionnaire

Hilde Jans, The Netherlands

1. Please describe your experience in MI in any or all of the following roles: practitioner, trainer, supervisor, researcher, and/or administrator.

Beginning in 1997 I worked in the area of behavioural change (as a health psychologist) leading chronic pain groups and using Motivational Enhancement therapy. Since 2005 I began working according to Motivational Interviewing. In 2007 I started my own company, where I use Motivational Interviewing as a trainer, as a coach in individual therapy and in supervision with video coaching. I'm not a researcher; I primarily train healthcare professionals who work in the areas of rehabilitation, obesity, mental health, hospitals, and psychiatry. Additionally, I train public sector professionals who work in the areas of debt relief, social security, and homelessness; I coach people struggling with obesity/anorexia and with work-life balance (in particular, women in demanding jobs who have become mothers); and I train trainers and provide video coaching to health care consultants and professionals.

2. Please describe your involvement in MINT and any activities that demonstrate your commitment or service to MINT.

I completed my TNT in 2009 and since that time have been committed to MINT. Since then, I did visit every MINT forum in Europe. In Holland we began the process of organizing an association in 2010, and since May 2011 we are an official association. I was involved in this process from the beginning and have been a board member since the start. We became one of the first MINT chapters. In addition to my involvement with the Dutch organization, I was also involved in organizing ICMI 2014 in Amsterdam. Since the end of 2014 I serve on the Board from MINTinc and I resigned for the board of MINTned, due to time. I really work with a lot of pleasure for the MINTinc board. This year I became the chair, this really feels for me at serving the best I can. All my qualities are used in the best way. We have a great working board and I would love to contribute and continue this work for another three years.

3. MINT's strategic plan is consistent with the following three pillars:

- a. Membership Engagement**
- b. Global inclusion, outward-facing**
- c. Provide guidance, standards and resources to the world**

Please provide your input on these three pillars, on how you might contribute to achieving them, and on any other perspectives you think should be included in MINT's strategic plan.

Please describe your vision of MINT, its essence and its mission.

In the last three years we have invested in the development of three pillars. I love the way this worked out. With all the input from the members and of course Bill and Steve, we designed the three pillars. I think with these three pillars we captured the most important issues for the coming years for MINT and her members and the rest of the world. I love the way we are working in engaging and involving more MINT members and how we can increase diversity and make MI more global. Especially in the underserved regions. I think there still is a lot work to do, within the board I would love to work more on these goals. The values of MINT (quality, openness, respect, and generosity) are really helpful to guide us in the right way. The board as it is right now, is trying to serve and guide MINT and this totally connect with my personal values of how to lead, or better serve, an association like MINT. Also with the guidance pillar we try to guarantee the quality of our trainers and materials. The thoughts we have on not only create a 'pathway to MINT' but also create a 'pathway to MI' really fits in well with the outward facing Pillar as well. I really see a great opportunity for MINT on this pillar as well. As a board we are ambitious, so we really have to take all the resources (money, people, volunteers) into account. We cannot do everything in a short period of time, so serving another three years helps me to finalize or see progress on more goals we set for ourselves as an organisation. As an non English speaking person, I also see it as my role to have special attention for new languages, cultures and regions. As I read what I wrote three years ago, I think we really are in line with the goals for MINT and my personal goals. I would love to work on this for another three years, we are really making progress.

Generosity still feels as one of the most important values, I give a lot to MINT, but the strange thing is, the more I give the more it feels, I get back even more. The personal relations really are very valuable to me. My hands on mentality, my structure, my overview on issues, can help us as a board to keep on track. The board right now is a really working well group of people. It feels great to be a member and help the three pillars develop and progress as it is.

This really is the kind of work I would love to do within MINT for another three years, in collaboration with the rest of the board and the membership. I think this really is an opportunity for me to develop myself even further and hopefully MINTinc as well.

4. Here are the current members of the Board :

- a. Hilde Jans (chair)**
- b. Tim Godden (vice-chair)**
- c. Karen Ingersoll (treasurer)**
- d. Terri Moyers (secretary)**
- e. Majella Greene (member at large)**
- f. Colleen Marshall (member at large)**
- g. Helen Mentha (member at large)**

Please explain how you might contribute to the diversity of the Board.

Right now I'm serving for three years on the board. My personality and qualities really fits well within the group. (but maybe it is best to ask the other members...for sure I have a conflict of interest here...) I also am looking forward to work with new members. Every year we get new insights. As a board we are open to all voices, this brings us a lot. As a board right now we are very responsive to the membership as well, I like the way we developed the three pillars with the input of all members. This was a very thoughtful and thorough process. At the same time, when needed, we don't hesitate to make a decision. I like the way we work together a lot. And I'm looking forward to work again with this dedicated group of people and I'm looking forward to welcome new members. Of course I'm sad we will miss Terri and Colleen, but I feel confident that new board members will bring new and good insights and discussions. If I won't get re-elected, I definitely will find a way to serve to MINT in another way. But to be honest, I really would love to work on this board for another three years.

5. Please describe any experiences you have had in serving on other committees or boards, either in a professional or personal capacity that might support your candidacy. Specifically, include dates of involvement, positions held, experience of working as part of a team, challenges of the positions held, successes and frustrations. How have these experiences prepared you for serving on the MINT Board?

I was a professional director in two different companies. In the first company (from 2001-2004) I was a member of a board with three members, which served 19 locations and 220 employees. Due to economic challenges the organization downsized in 2003 from 19 to 14 locations and from 220 to 185 employees. I was involved in this reorganization, as well as in keeping people motivated after it was completed. Though it was a tremendous challenge with a lot of stress, I believe we were successful in large part because we operated with transparency and the board worked very well together. Even those who had to leave the organizations appreciated the way that the process was handled. After this reorganization, we merged with a larger organization, which led to a shift in the culture and different values of the organization. For me this was the moment to leave.

In 2004 I was co-founder with a financial partner in a new organization. I managed the day-to-day business and we grew to have two locations and 15 employees. I left in 2007 because I felt I was spending too much time managing numbers and administrative matters and I missed my work as a psychologist, working with people. I then took the important step to start my own independent company (which I described in part 1).

Since 2011 until 2014 I have served as a board member at MINT in the Netherlands. We have approximately 28 to 35 members. I enjoy organizing, planning, and making things happen.

The last three years I served as a board Member for MINT inc. I think I really contributed, but well, it is hard to say about yourself. So maybe you should ask the other board members how they feel in what way I contributed and if they think it is a good thing to stay on for another three years.

I would really love to have the opportunity to stay on for another three years and give my time and energy for this good cause.

6. Board work currently consists of both operational tasks (keeping the organization functioning day to day) and strategic tasks (overseeing and planning). Describe your interest in and capacities in both these areas.

I like both details and the big picture and am able to work effectively on both levels. I'm a no nonsense type and I enjoy developing strategies and make things happen. I'm pragmatic, analytic, dedicated and I'm able to be flexible in new situations. I'm serious about the things I do, and at the same time I can be light hearted, as well. I enjoy working with others and seeing things from different perspectives (including different cultural perspectives). Working within this board totally connects with my qualities and values.

7. The typical Board member spends 5-10 hours per week on MINT Board matters. Please indicate how you will integrate this commitment with your ongoing professional and personal activities.

It is realistic for me to give 5-10 hours of time per week. Since I'm independent I can set my own working hours and I enjoy working. My two kids are getting older (they are 16 & 18 years old respectively) and so they need (want ☺) less involvement from me. I have one day at home every week, in which I have 4-6 hours to work. Additionally, I can work evenings, weekends, and on weekdays when time permits. I didn't had any difficulties to give these hours to MINT the last three years, and I really love to continue with this.

8. Please send a current CV and also provide the contact details (email and telephone number) of two references that we may approach as part your nomination process. These people should be able to provide information about your suitability for this position.

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