



Getting to know... **DORIEN MARIJS**

What's your superpower?

My superpower would be being able to **adapt to different people and situations** quickly and smoothly. Besides that, I make really good soy cappuccinos, which is like a superpower as well ;)

What's your favourite thing about Rotterdam?

That's without doubt the **Kralingse Plas**. It's this piece of nature just down the road. I love to go there for a walk and enjoy the calm atmosphere within the city.

Who is your role model, and why?

I don't really have one role model, but there's a lot of people who inspire me. These are mainly people who don't fit into one 'box', the non-stereotypes. These people show me that you can do whatever you want in whatever combination you prefer. So **people who dare to stand out** are role models to me.

What is your philosophy towards your work?

For me, it's very important that my job is **integrated with my life and fits with the**

type of person I strive to be. So, it should match with my beliefs, principles, outlook on life, personality and my interests. In the ideal situation, my job should feel like a hobby instead of a job. It will probably take some more years to achieve this, but that's okay, I'm not in a rush and I like to learn along the way ☺

What advice would you give to the leaders of today for how to manage the leaders of tomorrow?

Don't try to fit them into boxes or into what you think they should do/be. **Have trust in your employees**, provide them with the means to do their job properly and give them the space they need to develop themselves.

What are your long-term/short-term motivations in a company or a position?

Short term: learn to do the job as good as I can, plus add that bit of extra through which I remain challenged. **Long term:** contribute to a continuous process of development and improvement of both 'hard'- and 'soft'-side of a company (e.g. both commercial and cultural improvement). Therefore I'd love to follow extra courses or maybe even an extra Master's programme.

As a Consultant in the Maritime & Logistics sector, what sorts of trends do you see?

The trend I find most evident is that the industry is rapidly changing and terms like data science and innovations are unavoidable at the moment. But I myself notice that a lot of companies are **not ready for that change** yet.

Where do you see yourself 10 years from now?

Well, **a lot can happen in 10 years** of course. But I'd hope to live somewhere abroad and have a job at the intersection where organizational structures and human capital meet.