



VZM Management Services

The VZM Team

The VZM Team consists of Marcel Versteeg, Johan Bank, Ronald van den Bergh, René van Doorn, Bob Gaerttner and Steve Williams.



Marcel Versteeg has 40 years of airline and maintenance management experience at directorship and executive management level. He has performed numerous business development and change leadership projects as consultant or interim manager, like his assignments as support starting an LCC, COO of Martinair Holland and COO of Sabena Technics. Before the start of VZM he was Director of KLM's 747 Aircraft Maintenance Unit, where he had the responsibility for all 747 aircraft maintenance for KLM and customers around the world.



Johan Bank has 40 years of experience in the airline industry as flight engineer, Lean Six Sigma Black Belt and manager in KLM's maintenance organization. He has been VP Engineering, MRO Director for Engine Services and Senior Chief Flight Engineer. This background makes him an experienced change leader for all areas of commercial aviation maintenance and airline operation, both as consultant or interim-manager.



Ronald van den Bergh has over 30 years of aircraft maintenance experience. He held VP positions for the Maintenance & Engineering and Ground Operations departments at Martinair, Technical Director at TNT Airways/ASL Airline Belgium. He has performed both interim-management and consultancy assignments and supported and lead many successful organization improvement programs.



René van Doorn has worked in the aerospace industry for over 30 years, including VP/CEO of Sulzer Eldim, Avio's DutchAero (Services), and President of Standard Aero's international operations. He has an extensive track record in business process re-engineering using Six Sigma/Lean, change management, M&A project management, and business development creating business growth in both aircraft engine manufacturing as well as engine overhaul & repair.



Bob Gaerttner amassed over 40 years in technical, program, sales, services and business development leadership positions during his career at GE Aircraft Engines. This included large and small turbine engines for both commercial and military customers. Bob has provided business development and customer assistance to several North American aviation companies.



Steve Williams has almost 40 years of experience in the airline industry in positions like VP Technical, Commercial Director, Head of Sales and Senior Manager Maintenance at airlines and MROs. Combined with his experience as aircraft technician he has hands-on experience to support customers as interim-manager or consultant to improve their operations.

VZM Team members have extensive backgrounds in the aviation industry, having gained much of their experience during successful careers at leading companies such as KLM, GE Aircraft Engines and United Technologies. Together, they bring decades of experience in airline operations, maintenance, fleet management, OEM/supplier business relationships. The team has a strong track record in strategic business development, including alliances and merger & acquisition support with follow-on integration. They have demonstrated success in executive interim leadership of airline and MRO businesses during critical turnaround and restructuring programs, and in executing strategies for sustainable business growth.

All bring a deep understanding of organizational restructuring and the management of change. The VZM team learned to understand and balance customer, supplier and stakeholder interests, and gained a global perspective of the aviation industry. They bring a strong background in organizational principles and processes, while remaining sensitive and responsive to underlying business requirements.

Every facet of the aviation MRO business can be covered, including aircraft, engine, and accessory maintenance; logistics and supply chain management; product innovations, including development and implementation of complex support programs; and setting up successful continuous airworthiness and fleet management processes and organizations.

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