

John de Haas

EXECUTIVE LEADERSHIP | OPERATIONS | BUSINESS TRANSFORMATION

EXECUTIVE IMPACT

Directed multidisciplinary programmes involving more than 150 internal and external professionals.

Built and led an international consultancy and production organisation.

Delivered numerous documentaries, television productions, commercial productions, feature film development projects and digital platforms.

Responsible for executive decision-making, commercial strategy and organisational growth.

Successfully implemented AI-supported operational workflows.

Built long-term partnerships with public organisations, commercial clients and international stakeholders.

EXECUTIVE PROFILE

Executive leader with more than 25 years of experience leading organisations, multidisciplinary teams and complex strategic programmes across international business, media and technology environments.

Combining entrepreneurial leadership with operational excellence, commercial strategy and disciplined execution.

Proven ability to transform ambitious ideas into successful organisations, productions and business initiatives while leading teams, managing executive stakeholders and delivering measurable results.

Recognised for combining strategic thinking with hands-on leadership, building long-term partnerships and implementing innovative AI-driven workflows that improve operational performance.

CORE EXECUTIVE COMPETENCIES

Executive Leadership • Operations Management • Programme Management • Strategic Leadership • Business Transformation • Organisational Development • AI Transformation • Digital Strategy • Business Development • Commercial Leadership • Budget Ownership • Contract Negotiation • Executive Stakeholder Management • Team Leadership • Change Management • International Collaboration.

PROFESSIONAL EXPERIENCE

Founder & Managing Director Silent Compass | 2011 – Present

Founded and continue leading an international consultancy and production organisation delivering strategic, operational and creative programmes across media, technology and digital environments.

Responsible for overall business strategy, commercial development, organisational leadership and operational delivery.

Executive Responsibilities • Executive Leadership • Business Strategy • Operations Management • Programme Leadership • Commercial Development • Organisational Growth • Financial Planning • Budget Ownership • Contract Negotiation • Executive Stakeholder Management • International Business Development • AI Workflow Implementation • Strategic Partnerships • Team Leadership.



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SELECTED EXECUTIVE ACHIEVEMENTS

Built Silent Compass into an internationally operating consultancy and production organisation.

Directed multidisciplinary programmes involving more than 150 professionals.

Successfully delivered numerous documentary productions, television productions, commercial productions, music productions and feature film development projects.

Managed complete programme lifecycles including concept development, financing, planning, production, post-production, delivery and commercial exploitation.

Developed and implemented AI-supported production and operational workflows that significantly improved efficiency and productivity.

Built long-term relationships with clients, suppliers, government organisations, creative professionals and international partners.

Combined entrepreneurial leadership with operational execution across every phase of business growth.

Led complex projects while maintaining responsibility for planning, quality, budgets, stakeholder management and commercial performance.

TECHNOLOGY

ChatGPT • Claude • Microsoft 365 • Google Workspace • Adobe Creative Cloud • DaVinci Resolve • Unreal Engine 5 • Blender • Avid Media Composer • Logic Pro • Pro Tools

LANGUAGES

Dutch	•	Native
English	•	Fluent
French	•	Fluent
German	•	Fluent
Spanish	•	Conversational

John de Haas

Senior Operations & Transformation Executive
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Netherlands | Open to Remote & International

