

Curriculum Vitae

Personal data

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Family: Married, 3 children



Increase your project's expertise bench-strength in areas such as:

- **General Management and HR** (filling the gap and Interim) of a company
- **Leading strategic change management projects** or processes
- **Restructuring** involving people or part of a merger or divestiture
- **Union negotiations** either as stand-alone or part of any of the above

And I apply this through a result and growth dedicated focus with a strong and differentiated HR expertise (restructuring, negotiation, deal due diligence, team recruitment/assessment, building growth teams).

It's all about quick impact solutions!

Career

2024 **Bostik AB (part of the Arkema Group)**
Interim HR Director, Nordic
Location: Helsingborg (S) and Nørre Aaby (DK)

Results:

- Transformation of HR Nordic with a clear focus and HR agenda (HR wheel and processes)
- Re-alignment of the Nordic leadership team with a clear mission
- Launched the new Nordic values with a clear communication/engagement plan
- Driving a number of strategic business projects (e.g. Sales team Sweden)

2022-2023 **gategroup**
Project Manager Europe
Location: Home office

Results:

- Analysis of Eastern Europe markets
- Established a strong short list of recruitment agencies
- Sourced up to 900 staff for the business units in West Europe for the high season

2019-2021 **gategroup**
Interim HR Director, Scandinavia
Location: Copenhagen

Results:

- Following Covid-19 impact to lead the restructuring in Scandinavia
- Securing the financial support through the governmental support
- Complete overhaul of HR in Norway, Sweden and Denmark
- Recruitment of new HR Managers and key HR staff
- Re-establishing HR as a credible HR function
- Evaluating payroll solutions in Denmark and Sweden
- Increasing line management support mainly within the legal/employment side
- Re-negotiation of all union agreements in Denmark and Sweden
- Acting as HR BP to the country management in all 3 countries
- Introduced a new communication platform to all staff
- Reporting to European President based in Zürich

2017 **Selecta Group (a KKR company)**
Interim Group HR Director
Location: Cham, Switzerland

Results

- HR integration preparation (roadmap)
- Establishing an FTE baseline including full costs of both companies
- Talent & Retention (identification of talent, designing retention packages, establishing the newco talent and performance management system)
- Organisational engagement (mainly through a Pulse Check)
- Designing the Top300 compensation & benefits structure
- Organizational design and blue print of the newco
- Designing the newco Purpose and Values
- Acting as a strong speaking partner to the Executive Committee members/CEO

2010-2015 Gategroup (PE owned by RRJ)
Vice President HR Europe & Africa / Chairman, gategroup
Location: Zürich, Switzerland

Results

- Driving restructuring projects in Scandinavia, Germany and Belgium, which resulted in a breakeven for Scandinavia and a closing of the operation in Belgium
- Instilling a performance management culture as well as driving it
- Hands on recruitment of top positions in order to form the division
- Personal coach for the European Leadership team members and top 100
- Driving the annual talent management process covering the top 300
- Driving the annual comp & ben process
- Co-design of vision, strategy and objectives for gategroup's new focus. The result was a clear strategy, new organisation and hiring of key people
- M&A projects leading the HR work-stream
- HR IS project management
- Project management of whistle blower process. Chairman today
- Re-established a governance model for the legal European subsidiaries (the Chairman role)

2009-2010 Coloplast A/S
Senior Vice President Corporate HR
Location: Humlebæk, Denmark

Results

- Sales subsidiary project implemented in less than 6 months resulting in a world class performance of Coloplast in terms of product launch, revenues and market value (EBITDAM went from 10 to +30%)
- A new Leadership model implemented to support the new sales subsidiary setup
- An HR strategy was established
- A new talent management process implemented and running
- Organisational Review process for all sales subsidiaries
- New incentive structure proposed
- A leaner and more efficient HR function at a lower cost by scrapping an ERP project and eliminating HR positions not needed by the business
- The HR Business Partner set-up established and running
- PeopleSoft (ERP) was re-launched

2007-2009 Rockwool International
Vice President Group HR
Location: Hedehusene, Denmark

Results

- Establishing a new Group HR function from scratch
- Implementation of the new Rockwool Group values through a global process
- Developing a new performance management system aligned with the overall talent management process and values
- Establishing a new Mobility policy for the Group's expats in line with the Group's rapid expansion and growth
- Talent management implemented (leaders, project managers and specialists)

2001-2007 Alfa Laval Group
Senior Vice President Corporate HR
Location: Lund, Sweden

Results

- Delivered 2 strategic business projects (for sales subsidiaries as well as strategic marketing for the central organisation). Both were the foundation for the growth of the revenue from approximately 15-18 billion SEK
- Developed and implemented a new HR strategy globally with a stronger focus on HR Business Partners supporting the business

- One of the driving forces behind the increased sales performance in Latin America and Central/Eastern Europe through an increased focus on recruitment of sales people and their performance
- Delivered a new top and middle management leadership training
- Established top succession plans with the Board
- Established the Alfa Laval University with an external board
- Revised performance management system for all leaders globally and implemented 360° and assessment of leadership quality in relation to the corporate values

1998-2000 **Alpharma Inc**
Corporate HR Director
Location: Copenhagen

1996-1998 **S.Dyrup & Co. A/S**
HR Manager
Location: Copenhagen
Direct reference to the CEO

1982-1995 **SAS Service Partner (today gategroup)**
Worked overseas in Saudi Arabia, Germany, Holland and Korea in various operational and HR positions

Other roles:

- Adjunct at Ashridge Business School, England from 2012
- Mentor of executives primarily in international companies Europe-wide

Education

2001-2006 Miscellaneous Top executive programmes at Ashridge Business School
1992 MOP, Insead
1990 Finance for non-financial managers, MCE
1983 B.Sc. (Civildkonom), Copenhagen Business School
1976 Business College graduate

Languages

- English fluent (spoken and written)
- German fluent (spoken and written)
- Danish fluent (mother tongue)
- Swedish and Norwegian business fluent
- Dutch conversational
- Arabic, Korean and Turkish, basic and rusty

Spare time activities

- Mostly outdoor and with the family (summer house and restoring our new house)
- Half marathon, badminton, sailing and fishing
- Winter swimmer
- Studying historical events
- Literature and biographies. Working on my first book to be published sometimes
- Genealogy