

Curriculum Vitae



Professional experience

- 01-2021 PhD in Organisational Psychology, IOA at Copenhagen Business School
01-2024 In my research, I focus on how organisations can develop an environment of distributed emotions that allows for certain ways to understand (appraise) and cope with negative work-related stress leaving employees certain (more or less) effective ways to avoid it. The aim of my PhD is to clarify what role distributed emotions play in the appraisal and coping of negative work-related stress and how negative work-related stress is spreading through an organisation (how is it contagious?). Besides researching, I teach classes at the bachelor programme of economy and psychology (HA(psyk.))
- 08-2019 Business coach and development consultant, ARU Consulting
01-2021 I coach, teach, facilitate and supervise both individual and groups of employees and managers. I have taught at Copenhagen Coaching Center's (CCC) EMCC accredited "Master in Business Coaching", CCC's "Process Manager Training", as well as at courses associated with the Public Management Training (DOL). Likewise, I have been running CCC's internal Coach Bank where I screen new coaches, coordinate the link between coach and coachee, and supervise/evaluate coaching processes.
- 05-2017 Learning & Competence Development Consultant, Product Supply, Novo Nordisk A/S
07-2019 Responsible for operating, developing, teaching and process confirming parts of Novo Nordisk's operational training standard (OTS). Leader of the cross-organizational reference group for Job Instructions (Inspired by TWI). Developer and content owner of the "Standards & Training" cross-organizational course as a supplement to LEAN leadership. Advicing management in relation to training maturity in Product Supply (the global production), NN. Chair of the joint reference group meeting for all OTS reference groups in Product Supply, NN. Member of the internal Novo Nordisk Coaching Network responsible for coaching Novo Nordisk employees. The last year, I supported as facilitator and coach on the leadership programs "New Managers Program" and "Experienced Leaders Program", while writing my Master in the Master of Business Coaching program.
- 02-2016 Consultant, ARU Consulting/Globeteam A/S
04-2017 Specialized in training within a GxP environment, process governance, lean, and compliance. The following are examples of assignments solved as consultant in the healthcare industry:
- Designing the training track of a standardisation project aiming at making organisational processes transparent; creating clear, operational and process based SOPs; and creating effective training.
 - Designing a Training Method Assessment tool to determine the most optimal training method to any given process based on process and target group characteristics (incl. GxP/non-GxP considerations)
 - Writing several clear, operational and process based SOPs in close cooperation with both management and process experts, running workshops and consolidating input with various stakeholders in the organisation.
 - Advice on creating training to more than 60 affiliates in a multinational healthcare

company (virtual training).

- 04-2013
01-2016 Training & Development professional/SVP Training Partner, CMC Development in Novo Nordisk A/S, Denmark
Responsible project manager for the cross organisational training project EXCEED, where focus was on designing and implementing a new training concept and structure. Responsible for the coordination with vendors on creating a training database solution and translating the CVP training SOP that I was responsible for writing. Process Group Responsible (PGR) for the Job Specific Training process involving creating processes around standardised training across a CVP area, and managing the governance, requirement, performance and competence dimension of the process. Responsible for creating and maintaining a CVP training organisation and running the VP Training Partner team (process group). Responsible for rolling out a standardized practical training template (JTPs) and requirements from several Novo Nordisk training SOPs.
- 04-2011
04-2013 cLEAN® Consultant, CMC Supply in Novo Nordisk A/S, Denmark
Responsible for the CMC Supply cLEAN® Academy including coordination with management, LoB, process experts and external vendors. Teaching at selected cLEAN courses (lean subjects). Responsible for developing and maintaining the cLEAN® intranet sites. Responsible for publishing cLEAN® news in CVP area. Responsible for designing, planning and hosting the cross organisational cLEAN® Gallery Walk. Responsible for facilitating the cLEAN® networking and knowledge share within the own CVP area. Participating in cLEAN® projects across CMC Supply.
- 09-2008
04-2011 HR & Communication Coordinator, CMC Supply in Novo Nordisk A/S, Denmark
Part of the CMC Supply HR business partner team. Responsible for the establishment of the CMC Supply Training Taskforce (course administration). Event manager of cross organisational events. Involved in creating and responsible for launching the CMC Supply communication strategy. Responsible for CMC Supply info screens, newsletter, and HR intranet pages.
- 12-2007
09-2008 Employer Branding Coordinator at Vestas Wind Systems, Denmark
Responsible for global university relations, global ambassadors' network, Vestas Student mailbox and various employer branding events.

Education

- 09-2006
06-2007 CEMS M.Sc. in International Management
International Management, Knowledge Management and Corporate Strategy
Home School: Copenhagen Business School (Denmark)
Fall 2006: Semester abroad at the University of St. Gallen (Switzerland)
Business Project: Analyzed and provided recommendations as to how Novo Nordisk could balance innovation with their cLEAN system.
- 09-2005
07-2007 M.Sc. in Human Resource Management
Strategic Human Resource Management, Motivational theory, and law
Copenhagen Business School
Master Thesis: Analyzed the relationship between self management and negative work-related stress
- 09-2002
07-2005 B.Sc. in Business Administration and Corporate Communication
Organizational theory, Internal and External Business Communication
Copenhagen Business School

Courses:

2019:	Master of Business Coaching (Copenhagen Coaching Center) (2-year accredited master. Completed master project with the grade 12)
2018:	Process manager training (training in management and facilitation of groups)
2018:	Big 5 Personality Test Certified
2018:	Certification as Power Break Captain (OHS course in Novo Nordisk)
2017:	TWI 40 hour Job Instruction course
2017:	Advanced First Aid course
2016:	NN SOP author (training in how to write a Novo Nordic SOP)
2016:	From Training to Learning – Improving GMP Performance (2 days Key2Compliance course)
2011:	Communication & Psychology (communication training at Novo Nordisk)
2011:	Class room training (training in course development at Novo Nordisk)
2010:	Program PL 2 (project management by Implement)
2010:	cLEAN 2 star (lean education at Novo Nordisk)
2009:	Project Management – overview and tools (by Novo Nordisk)
2009:	Power Point Advanced
2009:	cLEAN 1 star (lean education at Novo Nordisk)
2008:	cLEAN basic (lean education at Novo Nordisk)
2008:	Intro to GlobeShare (intranet) (by Novo Nordisk)
2008:	Excel Advanced
2008:	Cultural training by UniqueConsult
2007:	CEMS full-time German language course at the Wirtschaftsuniversität Wien
2006:	Publisher 2003 - Basic
2006:	Basic accounting (by University of Copenhagen)
2005:	Full-time German language course at the Goethe-institute in Berlin (Zertifikat Deutsch)
2004:	Counselling theory (experienced) (By Copenhagen Business School)
2003:	Counselling theory (basic) (By Copenhagen Business School)

Language skills

- Danish: Mother tongue
- English: Fluently written and spoken
- German: Working knowledge

Extra curricular activities

- Nova100: Nova100 is a talent network between students/young professionals and corporations, where they can exchange ideas and experiences. Member since 2007. (<http://www.nova100.com>).
- HRM venner (HRM Friends): Alumni network from Copenhagen Business School. Member since graduation in 2007.

Personal life: I am married and have two children born July 2010 and June 2012.