

Curriculum Vitae

Nana Dierks
+45 4016 2442
nd@nanadierks.dk
www.nanadierks.dk



Key competencies

- Strong business acumen, commercial mind-set and extensive Nordic and international experience with strategic HR and change management
- Results driven balanced with interest in processes and relations
- Extensive experience with planning, managing and implementing organisational development projects
- Very analytical, eloquent and with a good sense of humour

Experience

1.9 2017 –

Nana Dierks Coaching & Consulting providing coaching and consulting within HR and change management. Fields of special expertise are career navigation coaching and project and change management of strategic HR projects including re-location or changes in office lay-out.

1.1 2017 – 30.6 2017

Continuous Improvement Manager at **Schneider Electric Denmark** with responsibility for developing a professional project & project portfolio management concept and driving selected business projects. Reporting to Customer Experience Director and close interaction with CEO and VPs.

I decided to leave Schneider Electric as to continue my career within change management, organizational development, communication and coaching.

2013 – 2016

Internal Communication & Organisational Development Manager at **Schneider Electric Denmark** with responsibility for developing and leading the Internal Communications function and for heading management and transition communication, management development and organisational development projects or corporate programmes such as change and integration to payroll of HR data system, Well Being Programme, legal merger & business integration and Nordic change communication. Managing Internal Communications Officer, reporting to HR Director and close interaction with CEO and VPs.

2012 (–2013)

Founder of **Nana Dierks Coaching & Consulting** providing coaching and consulting within HR and change management in specific. Main assignments included change management and communication in relation to a major organisational change for Straumann Sweden and a highly

involving change management project of consolidating 5 sites and 500 + FTEs into a single HQ for Schneider Electric Denmark.

2008 – 2012:

Employed in **Smith & Nephew** in a newly established position as **Nordic HR Manager** for the Advance Wound Management Division. Primary focus was change management in relation to implementation of new Nordic organisational structure and addition of a capital goods selling to a previously pure disposables sales approach. This project included communication, competency upgrade involving development and implementation of sales management concept, redundancies/staffing and review of bonus schemes. Additionally, I provide general HR business partnering and handled implementation of corporate concepts e.g. Performance Management and Employee Survey processes. On a European scale I was involved in developing the Sales Management Development Programme that has become the S&N global standard. Reporting to General Manager and member of the Nordic Leadership Team.

I resigned due a global reorganisation of HR involving downgrading of Nordic HR from Business Partner level with a business management reporting line to HR Generalist level reporting into HR management.

2006 – 2008:

Employed in **Brødrene Hartmann A/S** as **Corporate HR Manager** with responsibility for HQ and corporate HR. Major tasks included facilitation of organisational re-design, facilitation of turn around seminar and design of implementation concept, close sparring with management at all levels, facilitation of employee involving organisational development processes, implementation of stock option and bonus programmes, recruitments, legal advice, facilitation of collective dismissal process and management of HQ HR and administration team. Reporting to CEO, member of 2nd level management group and manager of 8 people (HR, reception, canteen, facility management)

I resigned from the position due to Hartmann's need for substantial cost cutting and subsequent significant lower priority on HR.

2005 – 2006:

Employed in **Brødrene Hartmann A/S** as **Corporate HR Project Manager** with Corporate responsibility for implementation and management of Employee Survey and Employee Dialogue concepts including interaction with and/or training of local HR representatives and managers at 11 sites in 9 countries. Furthermore, involved in design of assessment tools and content of a corporate management development programme with the Corporate HRD Manager and external providers.

2004 –2005:

Employed in **Gillette Group Nordic** as **HR Project Manager** working with change management on the integration of the Nordic and Central European hubs as the Nordic HR representative including project management, communication, organizational design, culture workshops, process development, etc.

2003 – 2004:

Employed in **Gillette Group Nordic** as **HR Advisor** working on field sales reorganization and various tactical/strategic HR issues incl. skill gap analysis and development of training designs, development of Talent Development Program, Management Trainee Program, Mentor Program and performing HR Business Partner Sessions, Spans & Layers analysis, review of bonus plan and salary benchmarking.

2003 - 2003:

Employed in **Gillette Group Benelux** as **HR Advisor** working on a Functional Excellence project. Handling project management, developing job descriptions, involved in organisational design, as well as supervising implementation of HR elements of the project including selection and hand-over process.

2002 – 2003:

Employed in **Gillette Group Nordic** as **HR Advisor** working on a Functional Excellence project aiming at reducing complexity and costs as well as enhance the customer focus of the organisation. The background analysis was performed in conjunction with McKinsey. The HR part of the project involved extensive organisational changes, and the implementation included tasks as; project management, skill gap analysis, development of various HR-tools, concepts and processes, development of job descriptions, definition and planning of training activities, planning and managing of selection and hand over process, change management incl. employee communication, various cost calculations, etc.

2002 - 2002:

Temporary employment as **HR Consultant** in **DanaCare A/S** working on development of generic contracts, job descriptions and employee handbook.

2001- 2002:

Recruitment Consultant for **Alcatel Danmark A/S** and **Alcatel Space Denmark A/S**.

Performing interviews, handling company branding towards potential employees, involved in implementation of a new HR-administration system, review of options and development of recommendation on personality test systems.

The telecommunication business experienced a dramatic setback at the time, resulting in reduction of headcount and as a consequence the deletion of the recruitment function.

1999 - 2000:

Working for **Danish Reed Cross** as an **Integration Consultant**.

Mapping of professional and personal resources through interviews, definition of scope of work and development of work procedures. I resigned in order to pursue further education with the objective of strengthening my qualifications in HR-related working areas.

Education

2013: Business Coaching, Adler International, 15 days training and completion of International Coach Federation certification requirements

2006: Facilitation, course at university level

2006: HRM as Innovative Strategy, Copenhagen Summer University

2005: Process Consultant Education, Attractor, 15 days

2004: The Role of the Consultant - course at university level

2002: Employment laws and regulations, course at Bachelor of Commerce

2001: Basic course in psychology, "Peoples University"

2001: Business Organisation - course at Bachelor of Commerce

2000: Project Management – course at university level

2000: Business Finance - course at Bachelor of Commerce

2000: Human Resource Administration - course at Bachelor of Commerce

2000: Management and teamwork - course at Bachelor of Commerce

2000: Introduction to Business Finance - course at Bachelor of Commerce

1999: Master's Degree in Religion - Aarhus University

1998 - 1999: Institute of Sociology of Religion at University of Copenhagen

1993 - 1998: Institute of Science of Religion at Aarhus University
1989 - 1992: High School, Risskov Amts Gymnasium
1988 - 1989: Exchange student in French-speaking Canada
1979 - 1988: Private Catholic School, Skt. Knuds Skole in Aarhus

Training

2011: Sales Management Development Programme, Krauthammer, 10 days
2010: Mediation, Mediationscenter, 6 days
2009: Advanced Power2Influence, 3 days
2009: Sales training, Mercuri International, 2 days
2009: Sales Management, Mercuri International, 2 days
2008: Power2Influence, AKTI Consulting Group, 4 days
2006: Certification in OPQ 32, SHL, 3 days
2005: Coaching, internal training at Brødrene Hartmann, 2 days
2004: Guiding the Development of Others, Gillette European Training, 1 day
2004: Taking Charge of Your Own Development, Gillette European Training, 1 day
2003: Advanced Excel, Teknologisk Institut, 2 days
2003: Change Management, Gillette European Training, 2 days
2002: Strategic Competency planning, Dansk Management Forum, 2 days
2002: Feedback training – difficult conversations, Summit Consulting, 1 day
2002: Interview training, Summit Consulting, 2 days
2002: The Sociology of Work, Peoples University
2001: The Structured job Interview”, Dansk Psykologisk Forlag, 3 days

2005 - 09 Member of knowledge exchange forum ViND V - Cope Consulting
2003 - 05 Co-founder of knowledge exchange forum - Reciprok

1996: Danish Volleyball Federation Elite Coach Education
1994: Danish Volleyball Federation Division Coach Education

Language

English: I speak, write and understand English fluently and use English as my everyday working language
French: I speak and understand French reasonably well due to my yearlong stay in French-speaking Canada as an exchange student
German: I understand and can make myself understood in German
Swedish: I understand and speak Swedish quite well due to 4 years with a Swedish manager and Swedish speaking management team
Norwegian: I understand and can make myself understood in Norwegian

Personal interests

I enjoy hiking, yoga, kayaking, gardening, cross-country skiing, reading, fishing, cooking, and spending time with friends and family.