

# Resume – Elisabeth Richard Bach

## Elisabeth Richard Bach

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## Work Experience

Company	Period	Position
TIE Progress	2010 – d.d.	Owner & Founder <i>Delivery of Interim HR solutions is one of my core services.</i>
Scan-Trans Chartering ApS	2008 – 2010	Global HR Manager <i>The HR function was closed down due to cutbacks during the crisis.</i>
Percepti Global A/S	2007 – 2008	Management Consultant <i>The company headquarters was moved to Copenhagen and we agreed that I stay on with one of our big customers: Scan-Trans who was looking for a Head of HR.</i>
Maersk Broker K/S	2004 – 2007	HR Senior General Manager <i>Left the position to work closer to home due to my daughter's severe illness (bacterial meningitis).</i>
Novo Nordisk A/S Diabetes Pharmaceuticals Management Site Kalundborg	1997 – 2004	HR Business Partner & Communication Facilitator <i>Was invited to take up the position as Head of HR with Maersk Broker.</i>
ECNAIS (European Council of National Associations of Independent Schools)	1992 – 1996	Fundraiser and Lobbyist <i>Left due to maternity and parental leave.</i>
A.P. Moller (Maersk Group)	1990 – 1992	Shipping <i>I got engaged to be married and left due to company policies re trainee expatriation.</i>

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## Other Relevant Occupations

Company	Period	Position
Crone & Co	2012 – 2013.	Preparation and execution of EXPERIENCE DENMARK – a Danish export drive in Germany with 350.000+ visitors
JBK Horse Shows	2000 – 2011	Preparation and execution of international horse shows – a.o. the annual World Cup competition in Odense
Think About It	2002 – 2004	Management Consultant specialized in Knowledge Management, Motivation and Learning Processes
Department of Organization and Management and Knowledge Lab DK, University of Southern Denmark	2003 – 2004.	Member of 'HR Benchmarking of Knowledge Management' Steering Committee
Dansk Standard (Danish Standards Association)	2002 – 2004	Member of the E-Learning Committee
Dansk Standard (Danish Standards Association)	2002 – 2004	Chairman of working committee on Knowledge Management (contributors to the development of the 'European Guidelines for Knowledge Management')
"Freelance"	2000 – 2010	Speaker at Danish and International conferences on Knowledge Management, Motivation, Learning and Communities of Practice

## Education

Place	Period	Programme
Consulting Tools, Denmark	2011	Facet5 Certification
Discover, Denmark	2008	DiSC Certification Time Mastery Profile Certification
Consulting Tools, Denmark	2007	ViewSuite 360 Certification
A.P. Moller (Maersk Group), Denmark	2005-2006	Applied Psychology
Praendex Europe	2004	PI (Prescriptive Index) Certification
Think About It	2002 – 2004	Enneagram Master Practitioner
Aalborg University, Denmark	2000 – 2003	MIL (MSc.in ICT and Learning)
A.P. Moller (Maersk Group), Denmark	1990 – 1992	Maersk International Shipping Education
Copenhagen Business School, Denmark	1988 –1990	Study of International Commerce and Culture

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### Books and Reports:

<b>Title</b>	<b>Year</b>	<b>Published</b>
“Virtual Portfolios and the Knowledge Challenge”	2004	in “OnEdge” by KnowledgeLab DK
“The Knowledge Challenge”	2004	in “Management Guidelines for Knowledge Management”, Børsens Forlag
“Report based on empirical studies of the Enneagram in Practice”	2003	THINK ABOUT IT, co-authored by Flemming Christensen
“Competencies at Risk – Talents in Use”	2003	THINK ABOUT IT
“Virtual Portfolios as facilitator of Communities of Practice”	2003/2004	in “Management Guidelines for Knowledge Management”, Børsens Forlag
“Motivation for Learning”	2003/2004	in “Management Guidelines for Knowledge Management”, Børsens Forlag
“ICT-based training in Communication for doctors. Design and evaluation of a blended learning environment”	2003	MIL/Astra Zeneca, Aalborg University
“The Knowledge Challenge in Novo Nordisk. Thinking is the key to making information useful”	2002	MIL/Novo Nordisk, Aalborg University
“Virtual Portfolio – Visualization and facilitation of Communities of Practice”	2001	MIL/Novo Nordisk, Aalborg University

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## Testimonials

*“If World Championships were to be held in HR and Leadership, I have no doubt that Lizzie would walk around with a gold medal around her neck. Extremely dedicated, contagiously enthusiastic and straight forward only begins to describe how Lizzie acts. A role model when it comes to how she handles both a busy career and supports her daughter on the Danish national eventing team. When it comes to teaching, most students are mesmerized and I have no hesitation giving Elisabeth my very best recommendation.”*

**Mr. Lars Juhl, Managing Director, Scan-Trans Holding A/S**

*“I know Elisabeth from her job as external HR consultant and Head of Global HR of various global organisations. Elisabeth has a wealth of competencies and can always be trusted to handle any task with the utmost care, diligence and professionalism. Elisabeth’s energy and enthusiasm during employee and participant interactions are captivating and engaging, ensuring the highest level of delivery of message.*

*Elisabeth has demonstrated the highest level of integrity in my interactions with her, and she has been a true champion in building a successful organization. She is admired and respected for her professionalism by her colleagues and peers. I give Elisabeth my very best recommendations.”*

**Mr. Thomas Damsgaard – Board member at Danish American Chamber of Commerce**

*“I’ve had the pleasure of working with Elisabeth since 2007. Her enthusiastic lectures and coaching helped our organization to not only improve our various business processes & way of working in general, but also helped us retain several key employees. Elisabeth has my highest recommendation and I will be happy to furnish further details should anyone require same.”*

**Mr. Christian Andersen – Managing Director, Scan-Trans Shipping & Chartering, Malaysia**

*“Knowing and working with Elisabeth has for me always been of great inspiration and motivation. She has an impressive knowledge and with her creative mind she is able to use her knowledge in developing amazing ideas, concepts and solutions. Together with her passionate and fun personality I strongly recommend Elisabeth.”*

**Ms. Tina Larsen, HR Business Partner, Maersk Oil**

*“Elisabeth is the excellent leadership coach. I personally have applied the knowledge I got from these trainings in my daily business and I can tell you it works. Elisabeth has a lot to share with you in leadership and has perfect examples of how to reach your personal goals if you really want it to happen.”*

**Mr. Andrejus Babachinas, General Manager Wartsila BLRT Lietuva UAB**

*“Surely a trainer within HR and Leadership must be able to see the skills and talents of other people. With Elisabeth I have always had the feeling that on top of this, she also very much understands the potential within each of us, and it is her game and passion to make us realize and tap into that potential. Elisabeth has wisdom and willingly shares it. She is a good friend and I have no doubt many will seek and greatly benefit from her service and advice!”*

**Mr. Anders Flensborg, Founder and Managing Director, Flensborg International GmbH**

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## Relevant Projects & Assignments

Project	Period	Description
<b>“EXPERIENCE DENMARK” - a Danish export drive in Germany</b>	2012 – 2013	Project leader and concept developer of a Danish export drive build on experiential communication and experiences
<b>Leadership Programs at Baltic Management Institute (BMI)</b>	2010 – d.d.	Development and execution of company as well as open leadership programs for BMI
<b>HRM at Baltic Management Institute’s EMBA</b>	2011 – d.d.	Development and execution of the Human Resource Management Program for the BMI EMBA
<b>Medarbejdere I Verdensklasse (MIV) – EU Project</b>	2010-2011	Development, training and implementation of Competency Mapping process & tools across 6 companies for the EU-program “World Class Employees”
<b>World Cup &amp; European Championships 2013</b>	2011 - d.d.	Consultant for JBK Horse Shows on organizational, sponsorship and VIP/Hospitality issues related to World Cup competitions and the European Championships in 2013
<b>Strategy Development &amp; Implementation</b>	2009 – d.d.	Development of a Strategy Framework and implementation plan for Scan-Trans Worldwide
<b>Leadership Program</b>	2007-2010	Head of the Leadership Program at the Executive Master in Shipping and Logistics at Copenhagen Business School
<b>Change Management</b>	2007 – d.d.	Development and implementation of workshops and modulated training in relation to change processes
<b>Talent Management</b>	2005	Development and implementation of a global talent management program incl. identification of talents, analysis of competence gaps and development needs and initiation of personal development programs.
<b>Management Development Program</b>	2005 – d.d.	Development and implementation of a global development program for senior managers and executives.
<b>Building up an HR Function</b>	2004 – d.d.	Establishing and driving the company’s HR-function incl. procedures for all HR-related tasks – strategic as well as administrative.
<b>Shipbroker Trainee Programs</b>	2004 – d.d.	Development and implementation of a global trainee program incl. recruitment and day-to-day operation of same
<b>Identification of Motivation Factors</b>	2003	Preparation of report, tools and specific actions for motivation and retainment of key employees.
<b>From Vision to Business (and personal) Targets</b>	2003	Preparation and implementation of long term business strategies.  Development and implementation of processes for targeting relevant business and personal goals related to overall strategies.  Focusing on the use of type-indicator tools (the Enneagram) as a means to assess personal motivations and needs related to job, challenges and targets.

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Project	Period	Description
<b>Coach and instructor</b>	1998 – d.d.	Teaching and coaching within a wide variety of subjects such as: leadership, motivation, mental fitness, cross cultural awareness, communication, quality systems, IT, change and innovation management, environment standards, communication, organizational as well as personal development.
<b>Mapping of Competencies</b>	2002 - 2004.	Development and implementation of a (on-line) system for identification and analysis of key strategic and operational competencies including gap-analysis, development plans and competency processes.
<b>Competency-based Recruitment</b>	2002 – d.d.	Based on various own reports and analyses of the organization regarding mapping of competencies action plans has been prepared for the deployment of competency-based recruitment.  This includes identification of key strategic and operational competencies.
<b>Intra/Extraweb</b>	1998 – 2002 + 2009 – d.d	Development, design and implementation of various intraweb and extraweb solutions for communication, competency mapping and knowledge sharing including usability testing, requirement specifications, evaluation, training and upgradings.
<b>Optimizing Communication Flow</b>	2001 - 2004	Preparation of report, Communication Strategy, education and tools for the support and facilitation of efficient and precise communication
<b>Organizational Development focusing on Learning and Knowledge</b>	2001 – d.d.	Based on the report “The Knowledge Challenge in Novo Nordisk” I have continuously worked on identifying and implementing specific actions to support and optimize knowledge sharing, innovation and learning in the organization.  My aim has been to prepare solutions that to a higher degree places the individual as centre of attention and at the same time treats as knowledge as well as learning as social phenomenon.
<b>Implementation of Quality Systems through optimized learning processes</b>	1998 - 2004	Preparation and implementation of action plan for the correct training and mentoring of all employees necessary to ensure optimum working processes.  Primary focus is on existing learning processes in the organization which initially was quite inflexible without regards for differences in personal learning-preferences.