

CV Endre Sjøvold



Date of birth / soc. pos.: Feb 1 1954 / married, two children.

Nationality: Norwegian

Expertise:

- Organization Development and Change (incl ICT).
- Management development, Team- and group processes

Summary:

Endre Sjøvold ...

- ... has worked as consultant in thirty years with strategic change in and outside Norway
- ... has always been part of the academic community, and held a 80% position since 2001 by the Norwegian University of Science of Technology (NTNU) and held a PhD in 1996.
- ... is responsible for several educational programs. He is now director for Master of Technology Management.

Education:

- 1996: PhD in Organizational Psychology at Norwegian University of Science and Technology, NTNU
- 1984: Pedagogical exam, University of Oslo
- 1980-88: Several OD Courses at Management Center Europe, Brussel and IT infrastructure CBT/IVI dev at NCR- Europe, Birmingham
- 1984: MSc, University of Oslo
- 1977: Norwegian University of Physical Education, NIH
- 1975: Military Academy (basic grade)

Employment history:

- 2008- Associate professor (20%) Norwegian Naval Academy dpt of Military leadership
- 2003- Program director of Master of Technology Management; a joint effort of NTNU, Trondheim, Norwegian School of Economics and Business Administration, Bergen; MIT, Boston, Berkley, San Francisco, NUS, Singapore
- 2001- Full position as Associate Professor at Norwegian University of Science and Technology, NTNU
- 2005-07 Associate professor (20% from 2005) University of Oslo dpt of psychology
- 2000 Part time lecturer at University of Oslo and University of Bergen (Dept of Psychology)
- 1998-01 Senior Manager at Deloitte & Touche Consulting. Responsible for Change Leadership service-line, Nordic (Stockholm, Oslo, Copenhagen and Helsinki office). Reporting to the European mngt com in Brussels
- 1980- Organizational consultant at Endre Sjøvold Consulting AS (Oslo).
- 1996- Part time position at Trondheim Business School.
- 1984-88 Training officer at Fellesdata AS.
- 1981-87 Administrating work at Norwegian institute for physical education (NIH) in environmental and leadership topics.
- 1975-80 Duty as officer in the Norwegian Army (Infantry).

Language (s):

Scandinavian (Norwegian, Danish and Swedish), English. Reads and understand German

Selected project references:

Schneider electric

SAP/R3 implementation (modules SD,MM,PP,FI,CO,AM) with process re-engineering 1998 – 1999. Nordic implementation (Denmark,Finland,Norway and Sweden).
4 sales organizations and 2 production units in scope (600 employees) Project team of total 28 DC and 30 client participants
Responsible for change leadership

Change team consisting of 4 top level managers (HR, External Communication and operational) from client and a full time manager and part time senior manager from Deloitte.

Change Leadership is an integral part of each country implementation. All modules and activities of the CL methodology are applied.

Contributed to the project by

- Integration of local country organizations into one Nordic organization - Ensured active support from top management
- Competence Development-plans for all employees, including individual training plans
- Standardization of compensation system into one Nordic system - Effective project communication
- Position Prototyping and new organization structure

Norsk Hydro

Re-engineering Finance in the Global organization 1998-2000

Project limited to the finance organization of Norsk Hydro focusing re-engineering of processes and shared services. This project is now integrated with other initiatives in cooperation with BCG.

Responsible for change leadership

Change Leadership involvement in the re-engineering part of the project the CL-team consisted of 3 managers from client one double-hatter and a part time senior manager from Deloitte Consulting. All modules and activities of the DC/CL methodology are applied.

Contributed to the project by

- Gathered data on change readiness and provide a communication strategy based on this information
- Ensuring systematic and consistent communication to the organization
- Identify and enroll stakeholders
- Ensured active support from top management

Siemens AS

Process re-engineering with SAP/R3 implementation as backbone 1998 - 1999

Local implementation with five (plus) of 7 divisions in scope.

Responsible for Change Leadership

Change Leadership was an integrated part of the project team staffed with 3 Deloitte practitioners and 3 client resources. Close integration with training practitioners (ES); sharing methodology and act outwards as one team. All modules and activities of the CL methodology are applied.

Contributed to the project by

- create top level leadership alignment - ensure process team integration
- facilitate new organizational design and creating position prototypes
- gathering data on change readiness
- communication to the organization and developed downsizing plans - establishing/supporting divisional implementation teams
- reorganize project team to meet shifted challenges through project - capability transfer planning and actions

ABB Signal group (Europe) (3 years)

Developing and implementing EIS covering financial, customer, employees and market development ("Market Warfare"). Finished and implemented 1991 before "Balanced scorecard became" a buzzword (HBR,1992)

System fully Accessable from laptops on the Windows 3.0 platform

Televerket/Telenor AS (Norway) (2.5 years)

- Developing and implementing EIS covering financial, customer, employees and market development Finished and implemented 1995, building on an MBO approach.
- Management system development and implementation
- Integration of IT infrastructure of merged companies and divisions, Data-warehousing and decision support (with the IT-RD dep. of the company).
- M&A of 13 companies in 11 different countries.
- Establishing management systems and supported organizational integration including yearly organizational surveying over a three year period.

Olivetti group (Norway) (1.5 years)

Developing Decision support system (EIS) not fully supporting a balanced scorecard approach.

Organizational development and management training supported by DSS.

Norwegian Saving Banks (2.5 years)

Implementation of "New Terminal Generation" in more than 2000 offices spread all over Norway (with NCR/FD)

Nemko AS (5 years)

- team building
- integration support
- yearly organizational surveys
- search

Sørum kommune (4 years)

- General organizational development
- Coaching and team-building of top level management
- Yearly organizational surveying

Landsorganisasjonen i Norge - LO (2 years)

- Support in development efforts in the central organization.
- Development of regularly organizational surveying in cooperation with LO's HES organization, AMED

Aker Maritime AS

Organizational surveying before to major organizational changes (1996 and 1999)

Lucky Goldstar group (Korea)

Management training, seminars on organizational change and methodology

NCC

Critical turnaround. Contributed by OD interventions, Business-process re-engineering, management- and team-development and establishing governance-systems.