



**Areas of expertise:**

- Mentoring Skills
- Coaching Skills
- Change Management Processes
- Cross-Cultural Awareness

**Languages:**

- English
- Danish
- Spanish

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Kirsten has designed and delivered organisational, leadership, talent development and mentoring programs for the past 10 years, often including business development processes such as strategy development and Lean process optimisation.

With 25 years of international experience, 16 years as management consultant to major international corporations and 3 years as Nordic HR manager for SAP, a global IT company, Kirsten acquired a unique combination of experiences and competencies that serves her well.

Kirsten is experienced in change management processes including Total Quality Management, Business Process Engineering, and strategy/BSC implementation for large scale international projects. She is also a trained facilitator and process consultant experienced in designing and delivering workshops on cross-cultural awareness. She wrote the "Teambased Lean™" manual, a structured program for training Lean facilitators and for facilitating Lean process improvement teams.

She is a regular speaker at international conferences, and is external lecturer at Copenhagen Business School on mentoring and coaching in an organisational context. She is author of Mentor+Guide (2008, 2010) in Danish, a guidebook for mentors to understand the complexity of mentoring and how the role of the mentor can guide the mentee's learning and development. She has been one of the driving forces behind establishing the EMCC – European Mentoring and Coaching Council - in Denmark, and is passionate about implementing quality standards and transparency into the market of coaching and mentoring as well as about encouraging more research into coaching and mentoring.

Kirsten has delivered projects in the following countries: Denmark, Norway, Sweden, Finland, Germany, Italy, Spain, England, Ireland, Faroe Islands, Russia, Kenya, Mexico, Argentina, Canada and USA. Here client list includes ABB, Electrolux, TCD (Danish National Telecompany) and SVT (Swedish Television).

Kirsten has an MBA from IESE in Barcelona, Spain, as well as a Bachelor of Commerce from the Copenhagen Business School.