



## JENS LAURSEN-SCHMIDT

HR SENIOR SPECIALIST WITH A STRONG PRESENCE WITHIN TRAINING & DEVELOPMENT. PEOPLE- AND PROJECT MANAGER.

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### KEY POINTS

- **Strong HR presence** within Learning & Development, training organisation and execution
- **Strong project planning skills and execution knowledge** within process optimization and production support projects
- **Leader** by example, keen user of **Intent Based Leadership**
- Navigates and **communicates** efficiently in the organisation at all levels
- Been an active part in **global change management projects**
- De facto a **“go-to guy who gets jobs done”**
- Power to take **initiative and drive changes**
- A **positive motivator/coach**
- A **strong communicator / facilitator / teacher / workshop leader**
- Well Experienced in **intercultural business transactions** with attention to different (sub)cultures and backgrounds.

### FORMAL EDUCATION

**MPA – Master of Public Administration** | Aalborg University **2007**  
Focus: Change Leadership  
Thesis: Creation of a new institution for education - UC VIA

**Graduate Diploma in Business Administration HD(A)** | Aalborg University **1994**  
Thesis: AIDS-policy in businesses – how?

### PROFESSIONAL QUALIFICATIONS

**Visual Concept Development** | Danish Technological Institute **2019**  
**Training in Job Instruction** | TWI Institute, Denmark – passed in Ahmedabad **2018**  
**Distancedelelse** | IDA Learning **2017**  
**Registered Practitioner Prince 2** | APM Group, London **2009**  
**Vocational teaching degree** | DEL **1996**

### WORK EXPERIENCE

2008 - 2019

**Senior Specialist, COOKS - COO knowledge sharing** | Vestas Manufacturing | Lem, Ringkøbing and Århus

Latest main tasks:

- Scoping and developing an outsourcing project aiming at creating a dedicated offshore training organisation to undertake technology transfers globally. Involving mobility issues, recruiting and embedding of the new organisation.
- Designing and implementing the new blue print for factory organisation of salaried staff. This entails typical program manager tasks as well as PM tasks for designing, verifying and approving training/lesson plans and assessment plans for all documented functional competencies for 50+ job roles

#### Other bigger tasks:

- Owner of TDR – a competence registration system for all hourly paid employees in Vestas – developed in-house in India, implemented worldwide (20+ locations) by me in 2016
- Part of the implementation team for SuccessFactors (The new Vestas HR suite)
- PM for projects that fall outside traditional production/product PM tasks: E.g. a project between Vestas and MVOW about the division of responsibility for Tower sourcing for MVOW
- Process mapping and optimization for Vestas Towers supply chain

#### Former Vestas tasks:

- Roll out of Prince 2 training – working as instructor and in-house exam supervisor.
- Defining and executing outsourcing of the task of finding production documentation for suppliers for specific WTG part from DK to India.
- Part of the initial team behind the **Manufacturing PMO in Vestas**, working with shaping the VWTM. Establish the uniform standards for project reporting and presentation and implementing these across the business globally.
- Developing, implementing and deploying the latest comprehensive mark-upgrade of **the global Vestas Project Execution model**. This involved assessing and filling training needs at different levels in different parts of the organisation, developing the training material, and the deployment plan and finally doing the actual training together with a number of colleagues.
- Developing a **training global package for Project Managers** based on a definition and mapping of competencies
- Programme manager for:
  - A number of **cost-out-engineering projects** – including running the liquid based blade balancing project.
  - One of 6 Global Focus Areas (must-win-battles) / “Health and Care ” for Vestas Blades, referring directly to SVP for People and Culture
- Project manager within Training and Development: Developing and implementing programmes within a number of T&D areas, including coaching of colleagues and leadership programmes.

#### 2007 - 2008

##### **Development coordinator** | Municipality of Brønderslev

- Development of strategy plans for politically run programmes and institutions
- Development PM for implementation of new IT system for document control (600+ users)
- Writer and coordinator of municipal sourcing-, development- and integration policies

#### 2005 - 2007

##### **People and Business Manager** | Struer Business College

- People and business manager of two departments in a Business College, 50+ teachers and admin staff
- Development of curriculums and staff education under severe budget restraints in a Business College.

#### 2001 - 2005

##### **Public Servant** | Ringkøbing County Council

- People and business manager of two departments in a Business College, 50+ teachers and admin staff

#### LANGUAGES

Danish	Native speaker
English	Native speaker
German	Very good command
Swedish / Norwegian	Good knowledge
Spanish	Working knowledge

#### IT PROFICIENCY

Powerpoint	Good
Word	Excellent
Excel	Good
Photoshop	Good
SAP	Working knowledge

#### Other activities past and present:

- Vivid plane spotter – travels worldwide with the aim to see the rarest planes.
- Local coordinator for Save the Children
- Writer: Published a novel called “Det ku’ være værre...!” - “it could be worse...” and a teaching book about national economics aimed at vocational colleges.