
Curriculum Vitae

Name: **Marianne Myhre**

Company: **MYHRE**
Human Relations – the essence of future leadership & collaboration
REFLECTIONS

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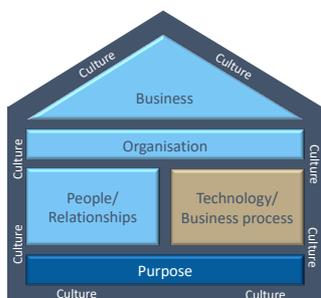
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Summary

I'm dedicated to help organisations, teams and individuals to navigate the complexity in today's organisations, and I do it by coaching and designing development and training programmes that develops the individual, the team or the organisation.

Development entails changes and my experience from the many change processes I have been through or have led, is that 'one size fits all' doesn't exist. My experience is that, any context is predictable and unpredictable at the same time. I am therefore preoccupied by how organisations can navigate this paradox and the many other paradoxes that characterize our knowledge society.



My 21 years of experience tells me that there is too much focus on the technical challenges in the organisation, while just fixing the process rarely makes lasting solutions. Instead solutions should be found starting from the relational level. This is why I have developed the 'My people model' to help teams and organisations take new perspectives on their challenges and work on multidimensional relational and creative solutions.

Key competences: Leadership and management, coaching, organisational analysis & development, culture analysis, establishing new teams & processes, collaboration, building relationships, stakeholder management, change management, reflexive processes, teaching and creative processes.

Work Experience

- 2019 –** **MYHRE REFLECTIONS** – Self-employed
Founder, Leadership development & Reflection partner
- 2017 – 2019** **A-consult A/S** – Regulatory Affairs & Quality Assurance
Director, Head of Regulatory Affairs & Quality Assurance consultancy
- 2004 – 2016** **Novo Nordisk A/S** - Regulatory Affairs
Global Regulatory Strategic Lead (2015-2016)
GLP-1, Obesity & Diabetes Complications – Victoza®
Manager, Head of department (2012-2015)
Global Clinical Trial Application Management
Senior Project Manager (2011-2012)
Strategic Management Support (Staff function to SVP of Regulatory Affairs)
Manager, Head of department (2010-2011)
Biopharm Marketed Products - Clinical and Country Coordination
Senior Regulatory Project Manager (incl. staff responsibility) (2008 – 2010)
Liraglutide Obesity project
Global Regulatory Project Manager (promoted Jan. 2006)
Regulatory Professional (2004-2005)
NovoSeven®Trauma project (2004 – 2008)
- 2001 – 2004** **Medico Chemical Lab Aps** - Research and Development Dept.
Project Manager - consultant
- 2000** **The Danish University of Pharmaceutical Sciences**
External teacher
- 1998 – 2001** **H. Lundbeck A/S** - International Clinical Research Dept, Monitor Group
Lead Clinical Research Associate (promoted in 1999)
In-house Clinical Research Associate (1998-1999)

Key competences

Leadership & Management

Project management, people management and operation

- Development of strategies and business plans, planning and execution of activities in the departments, development projects and in improvement projects
- Cross-functional and global project management
- Performance management, LeanLeadership, board meetings and scorecards
- Business development, establishing customer relations and sales of consultancy services
- Budget responsibility

Establishment of new teams, incl. recruitment

- Merger of departments, establishment of new departments, including establishment and/or adjustment of processes and collaboration workflows
- Experience in company merger
- Increasing motivation, productivity and profit

Change Management

- Implementation of changes across the organisation nationally and internationally
- Leading change processes as both project and line manager
- Managing change processes at both micro and macro level
- Development of change management and communication plans

Development

Organisational development

- Organisational analysis/review processes aiming to evaluate and develop the organisation
- Development of organisational solution based on data collection, workshops and interviews with stakeholders and leadership teams
- Project management of a globalization project

Development of employees and teams

- Coaching and mentoring
- Onboarding of new managers
- Planning and organizing department seminars focused on team development
- Whole Brain and MBTI

Development and implementation of new of processes

- Improving processes and planning the cooperation around the processes across the organization through co-creation
- Using Lean to successfully increase the quality and productivity of processes

Collaboration

Building relationships and stakeholder management

- Strong social skills enabling me to establish networks, cooperate and maintain relationships across the organization both in headquarters and abroad and across different levels and functions
- Stakeholder Management across +55 departments at headquarters and with colleagues in more than 50 countries.
- Managing customer relations with more than 50 companies

Teaching

Design of teaching materials and programs

- Teaching has been part of my positions ever since 1999
- Designing workshops, master classes and seminars
- Development of training materials, e.g. power point presentations, manuals and e-learning on the intranet.
- Teaching the whole spectrum from individuals to teams/groups up to 150 people
- Teaching in headquarters and in affiliates across the world

Education

2015 - 2016 Jan - Dec	Copenhagen Business School – Master of Management Development MMD Graduation December 2016
2014 - 2015 Aug-Mar	Blichmann Leadership & Coaching Institute og Erhvervspsykologerne Kit S. Nielsen Lederuddannelsen The Shift – lederskab i forandring – Certified March 2015
2012 Apr-Nov	Blichmann Leadership & Coaching Institute – Executive Coach Program Certified Executive Coach November 2012
2009 - 2010 Aug-Jan	SIMI Scandinavian International Management Institute (Merged with CBS 2010) SIMI Diploma - Managing Medicinal Product Innovation, January 2010
2000	LIF – Lægemediel Industri Foreningen Lif Diploma - Drug development, September 2000 Lif Diploma - GCP monitoring, March 2000
1998-1999	Institut Français de Copenhague French Diploma - Diplôme d'Etude en Langue Française, 1 ^{er} degré, June 1998, 2 ^{ème} degré, January 1999
1991 - 1998	The Danish University of Pharmaceutical Sciences MSc. Pharm. August 1998 Master thesis at Cochin University Hospital in Paris; <i>Postoperative pain management - A pharmacoeconomic analysis</i> Elective courses at the University of Otago, School of Pharmacy, New Zealand; <i>'Diseases in man'</i> and <i>'Clinical pharmacy'</i>
1988 - 1991	Falkonergårdens Gymnasium, Frederiksberg Advanced level Mathematics, Chemistry and French, G. C. E, A. level

Relevant Courses

2019 Feb - Mar	Mentoring	Spinoff
2013 Aug - Oct	Driving Performance & Building the team	Implement
2011 January	Spectra Programme – Leadership development	Novo Nordisk
2010 October	Labour Law	Novo Nordisk
2010 September	Recruitment course	Novo Nordisk
2009 January	Fundamental Business Understanding	Quartz
2009 January	New Department Managers Programme	Novo Nordisk
2006 November	Negotiations with Authorities	Asherman
2005 Aug - Oct	Business Understanding Programme	Novo Nordisk
2005 September	Project Management Managing project team and stakeholders	Implement
2001 January	International Project Management Developing project teams & resolving conflicts	Rostrum, UK

Languages

Danish	Native
English	Full professional proficiency
French	Proficient
Norwegian	Proficient

Periods abroad/ International experience

Norway	2 years
France	8½ years (two stays)
New Zealand	8 months

Through work I have travelled to different countries, including North and South America, India, Malaysia, South Africa and several European countries, and thus gained insight into cultural differences and issues in global organizations

References and Links

References are available upon request



See my LinkedIn profile for a chronological CV:
<https://www.linkedin.com/in/mariannemyhre/>