


## PERSONAL INFORMATION

## Jan Hein Nielsen



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Sex Male | Date of birth 21/07/1969 | Nationality Denmark

## POSITION

Senior Consultant, Lead Faculty, Managing Director

- Organisational Development, Training of Management and Staff
- Strategic Management, Strategic Planning and Programming, Innovation Design
- Organisational Culture, Collaborative working methods.
- Implementation and evaluation of OD and HR projects and programs.
- Multi-cultural community and partnerships building.
- Individual- and group coaching. (management and teams)

## WORK EXPERIENCE

2018 –

*Lead Faculty, Leadership Solution Associate*  
Consulting and Trainer

**Center for Creative Leadership, Bruxelles - EMEA**

Leadership and Management Development

2017 –

*Managing Director, Senior Consultant*

Consulting, Coaching and Trainer

**Hein&Nielsen Sprl., Bruxelles - Belgium**

Organizational Development, Innovative Business Development, Training and coaching in Leadership and Participatory Methodologies

1995 – 2017

*Owner, Senior Consultant*

Consulting and coaching

**Uphill, Horsens - Denmark**

Organizational Development, Innovative Business Development, Training and coaching in Leadership and Participatory Methodologies

2008 – 2012

*Executive Director*

Senior management

**Allergica a.m.b.a, Silkeborg - Denmark**

Production and Distribution of Homeopathic Remedies

2001 – 2003

*Regional Director*

Management, consulting and training

**CONNECT Denmark - Region West, Aarhus - Denmark**

Venture Capital Consultancy

1997 – 1999

*Project Manager*

Management and consulting

**Teknologisk Innovation A/S, Taastrup - Denmark**

Venture Capital

## EDUCATION AND TRAINING

### Education:

2000 – 2002 - Academic Profession Degree

Graduate Diploma in Business Administration

Organizational Development, Strategy Design, Leadership and Management, HR

Aarhus School of Business, Aarhus University

1992 – 1994 - Academic Profession Degree

Academic Profession Degree in Economic & Marketing Management

International Marketing and Sales, Economics, Communication, Organisation and Management, Business Law, Administrative Systems.

University College Lillebaelt

### Training:

1995 - Academy of Vocational Training - Region Midtjylland (DK)

*Train the trainer program – Diploma in vocational training and Coaching*

1996 - BDO ScanFutura (DK)

*World Café – Systemic Conversations*

1999 - Open Space Institute (US)

*Open Space Technology*

2000 - MacMann Berg (DK)

*Appreciative Inquiry*

2004 - PeerSpirit (US)

*Circle Practice*

2015 - Schouten & Nelissen (NL)

*Co-active Coaching Fundamentals, CTI*

2017 - Center for Creative Leadership

*Organisational Leadership Program*

2018 - Center for Creative Leadership/Power and Systems (US)

*Organisation Workshop (Barry Oshry – Living System Model)*

2019 - Center for Creative Leadership/Power and Systems (US)

*Influence Style Indicator assessment certification.*

PERSONAL SKILLS

Mother tongue(s) Danish

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
Academic Profession Degree					
German	C2	C2	C1	C1	C1
Academic Profession Degree					
French	B2	B2	B2	B2	B2
Academic Profession Degree					

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user  
Common European Framework of Reference for Languages

**Communication skills** Jan Hein Nielsen has highly social and communicative skills and competences in both his professional and privat life. He has worked with very different groups in contexts and cultures world wide.

His ability to create relations to others and bridge diverse cultures is along with an innovative approach to create collaborative results some of his strongest assets.

**Organisational / managerial skills** Jan Hein Nielsen is a resource and business partner in service of clients in the areas of his expertise within Strategic HR, Leadership Development & Organizational Change. His clients are diverse, mainly with a corporate and international profile.

He has been working in the field of systemic organizational change and development since 1994 in positions of middle, senior and top management and consultant & coach.

Since the beginning, Jan Hein Nielsen was inspired by the potential in leaders engaging and empowering peers, staff and stakeholders in co-creating collaborative and innovative solutions.

He has made it a core expertise to implement participatory governance and leadership in organizational development & change and further, as a capability for humans of all levels in the organizations and communities to integrate and practice.

Jan Hein Nielsen is the co-founder of "The Art of Hosting/Participatory Leadership" and "The Flow Game" and is the author of the book: "Idea Development – an innovative work process".

Key Organizational Development skills: Organizational Development, Leadership and Management Development, Human Resources, Strategy Design, Innovation and Business Design, Stakeholders Engagement, Community and Partnerships Building, Participatory Process Design and Facilitation.

ADDITIONAL INFORMATION

- Publications Jan Hein Nielsen is the author to the book on the process of innovation, "Idea Development – an innovative work process" ISBN: 87-89419-63-4 (Danish)
- Presentations Jan Hein Nielsen published a paper on "Strategic Design in Complex Envionment" as part of his studies at Aarhus School of Business, Aarhus University.
- Projects Jan Hein Nielsen have had positions as board member and chairman in Danish Entrepreneurial Association, in Teknologisk Innovation A/S and in Allergica a.m.b.a.
- Conferences
- Seminars
- Honours and awards
- Memberships
- References Jan Hein Nielsen has a current position as partner in Centre for Participatory Leadership.

For more information: <https://www.heinnielsen.com>

## ANNEXES

## Countries of work experience

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Denmark, Sweden, Finland, Germany, Lithuania, Russia, Nederland, Belgium, France, Spain, Italy, Austria, Switzerland, Slovenia, Croatia, Serbia, Greece, United Arabic Emirates, Sultanate of Oman, Zimbabwe, USA, Canada, Brazil.