

Curriculum vitae for **Erik Lemcke**

Last updated in 2004

Born in Odense, Denmark, June 17, 1944.

Profession	Facilitator and Organisational Development (OD) consultant
Position	Managing director and senior consultant
Specializations	Design and implementation of change processes in organisations. Vision building and strategical development processes. Conflict resolutions. Open consensus and decision processes. Design and conducting of Human Resource Management training programs (HRM). Project planning and reviews.
Education	Graduate Diploma in Business Administration (HD) at Copenhagen Business School, specialising in organisational development, policymaking and planning. (1973)
Other training	Training at European System Engineer Research University (ESRI) Brüssel Belgium (1975) Training at Social Ecological Association (SEA) development centre in HRM (1987)
Languages	Danish - fluent Scandinavian - excellent English - excellent German - fair
Key qualifications	34 years of experience in the consultancy area: <ul style="list-style-type: none">- 8 years as a system engineer consultant,- 2 years as trainer for consultants,- 9 years as manager for consultants- 15 years as management development consultant. Experience both in Business, Public sector and in Civil society NGO organisation. I have a wide range of experience in general management, project management, strategical development and establishment of management training programs including: <ul style="list-style-type: none">- Design and implementation of strategical development processes- Design and implementation of HRM training programs- Project monitoring / evaluation / budgeting and control- Management of consultant groups- Mediation and Conflict resolution- Integration of art in development processes- Service and quality surveyes- Action learning project for transforming knowledge into applicable tools- Communication and teambuilding

Professional Life Biography

1996- Sculptor creating nonfigurative sculptures in granite, marble, bronze and wood

1990 - Managing director, senior consultant and founder of danSET consulting. (Danish Social Ecology Transformation).

Design and conducting of vision building seminars and performing strategy development processes for management teams and specific organisations. Train-The-Trainers activities in strategical development and HRM. Team building and communication training. Establishing of self managed teams. Change in organisational culture, implementation of cultural change programs in private and public companies. Design and performance of company profile analyses. Project management including planning and review. Design of Quality management activities. Service and Quality surveyes. Specialist in design of processes for implementation of art, integrated learning and the Learning Organisation. Activities in Sweeden, Holland, Russia and Lithuania.

1987 - 90 Director, Co-founder, consultant and board member of the independent consulting company "Institution for Social Ecology - Ankerhus". Consultant and project manager on several strategy development projects in both public and private sector, focusing on vision building, company cultural changes and organisational development. Development of HRM training methods in teambuilding, conflict management and negotiation. Customer quality research projects. Guest lecturer on management, organisational changes and strategy on KIOL seminars for Public Topmanagers .

1968- 87 - Business Area Manager (BAM) for a group of consultants responsible for strategical development of IBM Denmark.
- System engineer manager for small and medium business accounts.
- Instructor at IBM Nordic Education Center (NEC) providing basic and advanced training to Scandinavian consultants. Final professional title: Advisory System Engineer in computing.
- System engineer in IBM.

Associations:

CO-founder of Globenet3 GN3 CPH and international node representative. GN3 is an international network focusing on a renewal of the role of the civil society. The cultural sector. Including focus on sustainability and partnership projects

Member of Association for Social development (ASD), which is an international network for researchers and organization development professionals working with Social Ecology. ASD is focusing on integration of art in OD processes and on new ways of learning. I have for 5 years been a member of a subgroup “Lean and Learn” focusing on development and research of new action learning motodes. Through ASD I have a close contact with members of “ Society for Organisational Learning” in Boston

Former board member in the Danish Engineering Societies management section (DIMS). DIMS is giving post graduate seminars in management and organisational development.

Former Danish Liaison in IODA (International Organisation Development Association), a world-wide , open and decentralized organisation of organisation development professionals and related social scientists. The organisation is a professional network focusing on the East- West and the North-South development.

Personal interests and hobbies:

Argentinean Tango, Story telling, sailing, personal and spiritual development

Some specific projects

Danish activities

Post Denmark

- Team building and communication seminars
- Management training
- Establishing of self managed teams

Landbohøjskolen København (Agricultural University Denmark)

- Project planning, and Vision building for establishing a new study structure for the university
- Establishing of review process for the study structure.
- Conflict management and conflict resolution
- Team building and communication training
- Vision building and including goals and values

Nordjyllands Amtkommune (Local government)

- Designing and implementing of project for development of HRM Human Resources Management training program

DA Lederuddannelse (Danish Employers Associations management center)

- Development of human potential in organisations - A biographical seminar

Local government

- designing of quality management program for Financial Department
- Quality and competence development projects in social sector of municipality
- Implementation and training in appraisal conversations

Institutional area

- Processes for establishing of common basic values
- Team building projects

Den Kommunale højskole (The Local Government Training Center)

- The learning organisation. Seminars for trainers and internal consultants

TDC

- Transformation from a state company to a private company. Including vision building and strategical development.
- Project planning, project reviews and project evaluation
- Establishing of quality management project
- Restructuring of organisation
- Cultural change program

Statsbiblioteket i Århus (State Library)

- Planning and realisation of Customer service research investigation

Train The Trainers activities

- The learning Organisation
- Human Resource Management
- Vision building

International activities

Lithuania

NGO seminar about sustainable development, globalization and the role of the civil society
Lithuanian Waldorf Teachers Training Center (Vilnius), and Kindergarden seminars

- I have given seminars 2 times a year since 1992 about organizational development and personal development.
- Summer 2000, I ended a 3 year program in adult education The program have covered team building, decision making initiative taking, personal biografical work, conflict management and organisational development
- Have assisted a number of Waldorf schools, kindergardens and parent groups in their teambuilding and vison processes and conflict resolutions
- In January 2001 I started a new 3-year training program in Adult education. The program is run in cooperation with an initiative group of persons from the prvious 3 years program

The Baltic Management Foundation (Vilnius)

- Seminars in initiativetaking

Sweden

SEA (Social ecology association)

- Development and conducting of HRM seminars in team building and policy development

Holland

IAC (International Argricultural Center)

- Workshop leader on international Rural ICRE seminar for extension workers in management development

Russia

Management institute for Oil, Gas and Chemical Industry (Moscow)

- A series of seminars about transformation of state companies to market oriented companies
- Designing of special Train the Trainers activities for consultants who are going to be responsible for strategical and transformation processes in Russian industries

Slavich (Photo chemical factory) (Pereslava)

- Planning of a strategical development process for Slavich, in cooperation with the Management institute for Chemical industry

Polimir (Petro chemical factory) (White Russia)

- Design of Vision building and strategic development process
- Design and implementation of company profile analysis for Polimir