



Jannie Hestehave
Founder, Coach & Leadership Advisor

Beacon Consult
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Credentials

- **Finance Diploma**, Finanssektorens Uddannelsescenter 1990
- **Project Management Certification**, PRINCE2, 2012
- **Executive MBA**, AVT Business School, AMBA accredited, 2016
- **Certified Coach**, graduated from the ICF ACSTH Program 2020
- **Certified Coach**, graduated from the ICF ACSTH Program 2021

Background and experience

I am the founder and owner of Beacon Consult, which business focus is coaching of leaders and working with leadership advisory and strategic Human Resources. →

I come from a long successful career working as an HR executive leader for more than 20 years in the corporate world - latest as CHRO at Occlutech. The industries I have worked in cover telecommunication, shipping/logistics, financial services, pharma and medico in leading HR roles always with a strong commercial focus. In my capacity as an HR leader, I have managed large transformations and change management processes, covering M&A due diligence & integration, exiting business units, redundancies, IPO, cultural changes, HR transformation, reorganizations, global leadership programs, and building HR functions from just administrative function to international business-focused support functions.

After my long career in HR, I have founded her own company in order to help companies and their leadership teams remove roadblocks and become successful with happy employees leading to happy customers and with a more efficient organization. Being a very competent coach and mentor with an excellent business acumen and commercial focus, I work closely with business leaders at all levels in the organization.

My positive energy is contagious, and coupled with my deep empathy, I bring challenge and passion to people and teams, and that make me highly respected in the organizations where I have helped grow both business and people engagement over 2 decades.

Competencies

- Change Management Projects
- Building business focused HR function
- HR Strategy & Planning
- HR Business Partner program
- Talent Management Program
- Building organisational capabilities
- Organisational development
- Assessment of leadership teams
- High performing teams
- Succession planning
- Coaching and mentoring of business leaders and HR leaders
- Identify cultural change and anchoring of a new growth mind-set
- Future of Work concepts
- Onboarding programmes leaders and executives
- The new leader program



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My own coaching journey

I have always been very compassionate with my work as a CHRO. After I was certified in coaching at ICF, I realised that I was profoundly happy when I was coaching leaders, and I began to do it more and more. It became my passion.

My journey towards becoming a coach was more than just two long in-depth educations towards certification – it was also an inner development journey, where I became aware of my values and what really drives me. I found that there is a red thread in my life which is to help and motivate leaders with their leadership and their challenges so that they thrive in their role as leaders as well as getting more engaged employees which at the end make the company thrive. And I find that process very satisfactory.

My coaching method

Coaching is an impactful tool whether you want big or small changes in your life.

A coaching process with me starts with an introductory meeting where we talk about your back ground and your work context. In this way we can become more acquainted and begin to find out, what it is you need. During our sessions I will support and guide you, and I have many tools that I will use to get you where you want to be.

As a coach I am listening actively, I communicate with respect and effect, I show cognitive empathy and I will note any kind of patterns that may be obstructive to your development. I have carefully and methodically been trained and coached through the method that I have learned from ICF and I have committed myself to comply to ICF' code of Ethics and Competencies.

During the first session we agree on your goal for the entire sessions and a part goal for each session. You are in charge of the steps towards your goal and I will support you with questions and exercises during and after the sessions. Together we will reflect on your progress when we meet again.

The reflections and the insights from our conversations coupled with concrete tools that I will introduce in the coaching session is of value to you as you can use them later on.



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Career Overview

Year	Title	Company
2021 - 2022	EVP, Chief Human Resource Officer	Occlutech Group
2020 -	Coach and Leadership Advisor	Beacon Consult
2016 - 2020	Global HR Director	Thermo Fisher, Clinical Diagnostics Division
2013 - 2016	HR Director, HR BP Nordics & Baltics	Experian, EMEA
2012 - 2013	Founder, Coach and Leadership Advisor	Beacon Consult
2012 - 2012	HR Director Nordics	Alcon – a Novartis company
2006 - 2012	VP, Chief Human Resource Officer	Clipper Group
2005 - 2006	HR Director, Denmark	Clipper Group
2001 – 2005	HR Manager & Talent Manager Nordics	Alcatel (now Nokia)
1982 – 2001	Banking sector, Mother full time, Sales rep	Danske Bank, Montana A/S