



PROFILE

My professional background consists of more than 20 years' experience from C-level and executive positions in companies such as COWI A/S, Elopak AS (Norwegian) and the Novo Group. I have been active on Boards of Directors for 15 years.

I am an engaged, curious, and motivating person who is used to work internationally and innovatively.

It is my ambition that the Board of Directors truly adds value, takes a long-term and holistic perspective on the challenges and opportunities of the company and acts as a motivating sparring partner for management.

I am a team player with a good ability to think and work interdisciplinary and see new opportunities.

CONTACT

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LONE A. HASS

NON-EXECUTIVE DIRECTOR PROFILE

20+ years' experience from C-level and Executive positions in complex, international companies. 15 years' experience as non-executive director.

STRATEGIC COMPETENCES

Scaling/anchoring of the DNA of the founder or the company culture/values during growth and M&A activities

Embed sustainability and ESG in strategy and business model

Risk analysis, risk management, and crisis management

Digital transformation and data driven processes

Strategic transformation of leadership culture, organizational culture, structure, and workflows to ensure execution and optimization

FUNCTIONAL AND IMPLEMENTATION COMPETENCES

Functional competences

P&L responsibility, post-merger integration, HR, communication, change management, digital transformation of work flows, social responsibility, branding, crisis management, risk analysis and management, implementation of new ERP systems, European Works Council compliance, business ethics, compensation & benefits

Implementation competences

Growth of top and bottom line. Right-sizing organizations.

Strategy execution, following up "must win battles", active risk management, and digital change processes

Recruiting at C-level, CEO sparring and top management development

BOARD OF DIRECTORS EXPERIENCE

Currently chairperson at Northern Industries A/S.

Total of 15 years' experience from owner led companies both as chairman and member. Airteam A/S, RH arkitekter A/S, SiriusPartner A/S. Board of Directors experience from the Think tank DEA and Forum for Business Education and Advisory Board experience from MBA Advisory Board, CBS; Avollon AS, Norway; and CSA Stone Aps.

Experience with serving the Board of Directors as Executive board member in COWI A/S and Norwegian Elopak AS.

BoD education from CBS Executive, PWC and The Wharton School.

SECTOR EXPERIENCE

Experience from production, consultancy, food packaging and pharmaceutical industry, architecture, infrastructure, environment, construction, education, recruiting and management advisory services