

# KARI BECH-MOEN



## PROFILE

More than 15 years of management experience from tech start-ups to corporate executive positions.

Experience from different Boards. Focus on result improvements and growth. Knowledge and experience from digital transformation processes. Lived, worked and studied in London for 3 years. Born in 1977, married, two children (14 & 12 years old)

- \* Result-driven
- \* Executional skills
- \* Navigates well under pressure
- \* People-oriented leadership style
- \* Adaptive to changes
- \* Strong drive

## BOARD EXPERIENCE

Telenor Forsikring AS  
Telenor Shared Services AS  
Explain AS

## HONORS & AWARDS

2018- "Årets tech-gründer",  
top 10, Atea  
2011- Ranked as top 10  
leadership talents in Norway, e24

## CONTACT

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E-mail: bechmoen@gmail.com

## EXPERIENCE

### *DNB: Group Executive Vice President, Head of People*

March 2019–d.d.

Member of the top executive management team (KL) reporting to CEO. Built and transformed the People unit from the least engaged unit in DNB to the most (150 employees). Digitalised and professionalised HR processes such as recruitment, onboarding, succession planning, compensation and performance management. Built an internal HR Chatbot (HUGO) which receives hundreds of requests every week from employees. Developed and introduced an innovative top management leadership development program containing 250 top executives in DNB.

### *FAMWEEK: CEO*

2014-2019

Built an innovative software solution to help all families and organisations to simplify their everyday life. Main customers; Norwegian Councils for use in nurseries, schools and activity clubs. Supported by Innovation Norway. 5 employees with offices at Gründergarasjen, OsloMet. Reported to the chairman of the Board. Sold in 2019 to another software company.

### *TELENOR: different positions*

2013-2014

#### *Project Director*

Responsible for building the governance model towards Telenors partners on fixed and mobile networks. Member of the CiTiUs project team which reported to CTO.

Responsible for implementing the Future go to market- model for Telenor and Dj Juice. Developed "one-screen" with customer data for three different channels (customer services, shops, web). Introduced "Telenorbutikken". Member of Brands & marketing management team reporting to CMO

#### *Senior Vice President, Head of Group Units Support*

2010-2013 Responsible for all support-functions in Telenor ASA (Finance, HR, Project, Procurement). App. 600 employees with a cost base of 1400 mNOK. Developed a clear understanding of the synergies between the support functions and the value of develop and enhance on data to do data-driven decisions. Position reports to EVP People Development leading a team of 25.



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## EXPERIENCE

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### TELENOR: different positions

#### *Vice President People Management, Group People & Organisation*

2009– 2010

Responsible for strategic developing and maintaining of 3 professional global pillars; Remuneration, OHS&S, Policy people / employment brand for Telenor Group. (40 000 employees). Responsible for HR function for Group Units (650 employees). Responsible for internal communication and budgeting for the whole department of People & Organisation. Position reports to EVP People & Organisation leading a team of 10

#### *Different HR managerial positions*

2002-2009

*Head of HR Processes & Analysis reports to Head of HR in Telenor Norway*  
*Group Compensation & Benefits Advisor reporting to*  
*Group Executive Vice President HR.*

Responsible for strategic developing of all HR processes and analysis in Telenor Norway (5 000 employees). Main areas of responsibility: strategic design and efficiency of HR process and linkage to the process of implementation of strategy. Analysis and benchmark of HR-data, employee survey, leadership development process, compensation & benefits (incentive models) and HES. Responsible for link to HR Shared Service Center.

## EDUCATION

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2001-2002

#### *London School of Economics*

Msc Industrial relations and personnel management (HR)

1997-2001

#### *Norwegian School of Management (BI)*

Msc Business & Economics, Siviløkonom