

# Curriculum Vitae

## LARS ROTHSCHILD HENRIKSEN



### Address

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### Personal profile

Lars is a very broadly skilled consultant with solid experience in international projects from roles such as Project Manager, Test Manager and Stream Lead in 20+ IT projects (mostly international SAP HR/HCM). As a foundation, he built solid experience in programming/architecture/interface design and implementation due to his technical background. In recent years, he has taken on roles such as Process Consultant, Solution Architect and Project Manager for both local teams and management of remote (outsourced) global teams. He is a highly organized and analytical individual who takes ownership and always integrates easily into any project. Lars has excellent communication skills towards all levels of an organization. Lastly, he is very professional, structured and recommended as good at working with people from other backgrounds.

Lars is also Denmark's only certified Getting Things Done® (GTD) Trainer and is passionate about productivity.

### Professional Experience Extract

#### **Lars Henriksen Consulting | Independent Contractor**

*Dec 2012 – now*

Lars has since December 2012 worked full time as an independent contractor for different clients. These include:

#### **CSC | Test Manager**

*Denmark, Mar 2016 – Sep 2016*

Lars acted as interim Test Manager in CSC's delivery of the new health insurance card infrastructure to the Danish government. The project required a rework of the proposed testing plan, management of onshore and offshore testing resources as well as supporting the different teams from a testing perspective.

#### **LEGO Group | Project Manager**

*Global, Jun 2015 – Dec 2015*

During this contract with LEGO, Lars was initially contracted to be the Project Manager an SAP HCM Succession Planning project but ended up also acting as project manager for another project and briefly supported in a third project. Due to the sensitivity of the process, no further information can be shared about the Succession Planning project. The second project goal was to transfer an outside company into the LEGO Group and the third was related to initial project work relating to selection of eRecruitment systems.

#### **Ecolab | Project Manager**

*Global, Aug 2014 – Jun 2015*

In this role, Lars took over as project manager for a project that had started some months earlier. Lars was initially project manager for Denmark, Norway, Sweden and Finland but also managed France in the last months. Lars managed the project during implementation, testing, go-live and was

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involved in operations as well due to a staggered go-live of the different countries.

### **Boehringer Ingelheim | Global Test Manager**

*Global, Apr 2013 – Apr 2014*

In April 2013, Lars was asked to take on the role of Global Test Manager for the customer. This required the setup of a remote 3-person team from the customer test organization (based in Argentina), implementing and tweaking the test strategy, setting up and managing test data, leading test cycles of global and national testing (remotely and on-site) as well as continuously keeping the overview of registered defects and supporting the customer (HP Quality Center).

### **Boehringer Ingelheim | PM/TM/SC Stream Leader**

*Global, Dec 2012 – Mar 2013*

In this role, Lars was responsible for the global rollout of the Performance Management, Talent Management and Succession Planning modules. This included leading client workshops to match their requirements to NGA's SAP based product's offerings, create and iterate over design documents (functional as well as technical) and ensure the delivery of one of the most complex product enhancements in company history. The delivery furthermore required leading a global 7-person developer team (located in 4 time zones).

### **NorthgateArinso | Senior SAP HR Consultant**

*Copenhagen Jan 2008 – Nov 2012*

NorthgateArinso is a leading Global HR provider, specializing only in HR within Business Consulting/Business Process Outsourcing/Technology Consulting. In this position, Lars gained experience in 15+ international projects in customer facing roles ranging from team member to Global Solution Architect/Sub-Project Manager/Stream Leader. He has worked on standard SAP HR implementation as well as on NorthgateArinso's own SaaS based SAP HR solution euHReka Workspace (multi-tenant solution running on top of SAP).

Lars was the youngest member of the Global Solution Architect team in NorthgateArinso. He gained significant international project work experience, both on-site and virtual, with daily collaboration with team members the Nordics, Europe, Africa, Asia and the US. The work also included on-site worldwide work experience (European sites, Philippines, US, Canada). In his time with NorthgateArinso, he attended multiple internal courses on topics such as Project Management, presentation and facilitation skills, internal products and SAP standard modules.

His employment included work for the following clients, sorted by start date.

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### **Boehringer Ingelheim | PM/TM/SC Stream Leader**

*Global, Mar 2012 – Dec 2012*

The details of this role are described in the section above.

### **MAN | Technical Team Lead**

*Europe, Oct 2011 – Mar 2012*

Lars had the role of technical team lead in a project with a local Danish implementation (part of European roll-out). Here he participated in multiple workshops and conducted technical workshops to design/document interfaces for external time and payroll systems to be interfaced to the system.

### **NorthgateArinso | eWS Pre-Sales Lead Nordics**

*Nordics, May 2011 – Dec 2012*

In May 2011, Lars took the lead pre-sales role for NorthgateArinso's SaaS based SAP HR solution, euHReka WorkSpace (eWS). The work involved multiple customer workshops, participation in sales process (meetings, RFI/RFP responses), virtual/live demos, etc.

### **Konecranes | Global Solution Architect and Local Project Manager**

*Global, Jan 2011 – Mar 2012*

Lars was requested to join this project as 50% Solution Architect for the global solution (43 countries, 33000 employees) where I was responsible for ensuring a consistent solution across the implementation. In this role, he also handled high-level customer contact, reviewed Change Request impacts etc. The other 50% of his time was spent on local project manager for rolling out in multiple countries (Hungary, Austria, Spain, Poland, Romania, Portugal and more). He also set up customer country solutions, tested/reviewed/followed up on local issues.

In the last six months of the project, Lars took over 100% of the Solution Architect role for the project as well Project Management and Test Coordination roles. This included on-site work with our development team in NGA's delivery center in Manila.

### **AstraZeneca | Technical Team member**

*Global, Oct 2010 – Dec 2010*

In this role, Lars provided euHReka WorkSpace/SAP related customizing for a global solution, mainly related to authorizations and roles. These roles are in use today in the global solution (100+ countries).

### **NorthgateArinso | eWS Country Configuration**

*Nordics, Aug 2010 – Jan 2011*

In this internal project role, Lars set up the frontend for Denmark, Norway, Sweden and Finland in NGA's SaaS HR solution. This primarily involved configuration and coding of classes for local deviations from the global setup

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### Unilever | Technical Interface Expert

*Denmark, Jun 2010 – Jan 2011*

For this temporary project support role, I was involved with interface design and development between a local Danish payroll solution and a global PeopleSoft solution.

### JYSK | Migration & Interfaces Team Leader

*Europe, Jun 2010 – Jan 2011*

For this project, Lars' focus was on creating an interface to the local time management systems from the costumers' SAP HR systems through SAP XI. This was designed for 9 countries in the roll-out. The role also included handling the migration from legacy payroll systems to multiple infotypes in SAP HR.

### Baker Hughes International | RIC Team Leader

*Global, May 2010 – Oct 2010*

As RIC Team Leader, Lars was responsible for Interfaces, Reports and Conversions for a euHReka/SAP localization project for Baker Hughes International in Norway. This included analyzing local legal requirements, designing solutions to support these as well as reviewing the interfaces needed locally.

### Unilever | Interface Planning

*Sweden/Denmark, Nov 2009 – Jan 2010*

In this project, Lars produced a detailed analysis document of requirements for payroll interfaces needed for the Danish and Swedish payroll systems.

### AstraZeneca | Technical Team Member

*Global, Oct 2009 – Nov 2009*

The task for Lars as a technical team member in this project was primarily to document the use of infotypes used in euHReka/SAP.

### Tetra Pak | Application Maintenance

*Global, Oct 2009 – May 2010*

Lars' tasks in this project were centered around development of inbound and outbound interfaces developed in ABAP (mainly to/from SuccessFactors).

### Metso | Interfaces Team Leader

*Global, Feb 2009 – Sep 2009*

In the role of Interfaces Team Leader, Lars took on tasks to analyze and design interfaces, implement these and perform initial testing. This also included conducting customer workshops on-site in Montreal.

### JYSK | Team Leader for Developments

*Europe, Nov 2008 – Nov 2009*

In the role of Team Leader for Developments, Lars focused on ESS/MSS customization following the customer requirements. He also worked on the first Danish implementation of HCM Processes & Forms which we greatly

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enhanced. Lastly, this also required him to implement Web DynPro E-recruitment enhancements.

### **Vestas | Technical Team member**

*Denmark, May 2008 – Nov 2008*

As a Technical Team member, Lars acted as a SPOC for all things technical, including the initial interface setup between internal and Vestas SAP systems.

### **Pfizer | Application Maintenance Team Member**

*Sweden, Apr 2008 – Jun 2008*

In this project, Lars worked on extending and debugging existing ABAP reports in the client SAP systems.

### **Tetra Pak | Application Maintenance**

*Sweden, Feb 2008 – Feb 2009*

In this first project in this position, Lars was tasked with the design/development of new custom reports (primarily tax related), extension and debugging of existing custom reports as well as documentation.

### **Sun Campus Ambassador | Sun Microsystems**

*Denmark, Sep 2006 – Jan 2008*

While studying, Lars performed public presentations and demonstrations on campus on complex software features (Solaris and NetBeans). He also founded and lead the SDU OpenSolaris User Group. Lars was nominated for the position by two professors.

### **Lead Programmer | SDU**

*Denmark, Feb 2006 – Jan 2008*

While studying, Lars was lead programmer and designer on a digital pronunciation trainer project. He was nominated for the position by a professor.

### Courses attended include

- SAP Portal (internal course, Copenhagen)
- PA/OM Overview (internal course, Stockholm)
- Interface Development (internal course, Helsinki)
- Facilitation skills (Grape People, Helsinki)
- Presentation skills (Grape People, Helsinki)
- euHReka Workspace (internal SAP course, Brussels)
- euHReka Accelerators (internal course, Brussels)
- Project Management (internal course, Paris)

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### SAP/Software/Programming

#### SAP HR\*

- Personnel Administration	High
- Organizational Management	High
- Payroll	Medium
- Time	Medium
- Performance Management	High
- Succession Planning/Talent Management	High
- Technical/Data Migration/Interfaces	High
- Data Migration	Medium
- Portal	Basic
- Solution Manager	Basic
- HCM Processes & Forms	Basic
- Workflows	Basic

#### Software

HP Quality Center/ALM	High
Microsoft Office	High
Microsoft Project	High
Gimp	Medium

#### Programming

ABAP	Medium
HTML	High
XML/JSON	High
JavaScript (Angular, JQuery)	High
PHP	High
MySQL	Medium
Java	Medium
Visual Basic (Macro)	Basic

\* Expertise in this table describes familiarity with the topic, not necessarily in-depth hands-on knowledge of the area. For example, I have no payroll configuration experience but I have good working knowledge of the topic and how it is used across modules.

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### Language skills

#### Danish

Conversation	Fluent
Reading	Fluent
Writing	Fluent

#### English

Conversation	Fluent
Reading	Fluent
Writing	Fluent

#### Norwegian

Conversation	Good
Reading	Fluent
Writing	Basic

#### Swedish

Conversation	Medium
Reading	Medium
Writing	Basic

#### German

Conversation	Basic
Reading	Basic
Writing	Basic

### Education

#### Maersk-McKinney Moller Institute | University of Southern Denmark

*Graduated Jan 2008*

Graduate Engineer in Data Technology with focus on Software Systems Engineering (thesis topic was Dynamic Network Compression).