

BUSTER URBAN KUDSK JØRGENSEN

I have experienced on multiple occasions as a consultant that the employees who are meant to adapt to organizational changes are the cornerstone to ensure success. Without understanding what can create resistance to change even the most obvious value-creating changes can get knocked down. As a consultant I always take my time to be curious and ask questions in order to find the solutions, where employees become engaged contributors to the change. In my current and previous jobs, my main tasks have been developing people and organizations through dialogue, coaching and learning programs. As a consultant at Eye4Improve, I will apply my experience in behavioral change and project management with my business acumen and my ability to quickly form a bond with the people that I work with.



PERSONAL

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- Email**
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- Date of birth**
21-08-1987
- Place of birth**
Odense
- Gender**
Male
- Nationality**
Dansk
- Marital status**
Gift
- Driving licence**
B
- LinkedIn**
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LANGUAGES

- Dansk ★★★★★
- English ★★★★★
- French ★★★★★
- German ★★
- Spanish ★
- Swedish ★★

INTERESTS

- Music
- OB
- Cycling
- Cooking
- Family time
- Outdoor



WORK EXPERIENCE

Mar 2023 - Present

Project Lead/Specialkonsulent

Business Region MidtVest

- Responsible for internal project management of eight initiatives under Business Region MidtVest within the EU-project Talent to a Green Denmark, including national lead on a key initiative focused on preparing companies to recruit international employees
- Designed and facilitated targeted workshop concepts for executives in the manufacturing sector
- Lead execution of one of the organization's strategic focus areas
- Proactive outreach to companies to support growth and workforce development
- Managed partnerships and stakeholder collaboration with local business councils and development organizations
- Lead internal strategic processes as well as designing workshops for strategy development, developing framework to measure success and lead the work on formulating our new strategy
- Provided tailored one-on-one advisory sessions for company leaders, including CEOs, owners, HR partners, and production managers
- Coordinated internal and external project teams, including multi-stakeholder partner groups
- Lead a strategic initiative regarding the local vocational schools

Sept 2022 - Feb 2023

Internal HR Partner

Administrations- og Servicestyrelsen, Herning

Tasks:

- Responsible for keeping track of competence development activities in the entire organisation for both employees and leaders
- Responsible for maintaining the pipeline for our concern overarching talent development programs
- Responsible for facilitating an internal think tank - design and facilitation of internal workshops
- Developed processes for digitalizing and reporting HR-data for all competence development activities

Feb 2016 - Aug 2022

Career & Employability Consultant

Syddansk Universitet, Odense/Sønderborg

Tasks:

- Development, planning and implementation of strategic action plans in the area of employability in collaboration with programs, institutes and faculties
- Project management of our internal IT-system from ideation phase to implementation and operation
- Development of our internal business and teaching concepts among these I have been lead on our own internal BI-team
- Consultant for our academic staff in relation to course and study

- development
- Development, planning and facilitating teaching activities, exercises and workshops for both students and academic staff - both physical, blended and online courses
- Development of internal evaluation and measurement frameworks
- Teaching of both students and academic staff
- Career counseling for all our students
- Development of and host at our podcast concept "Karriereland" an initiative to target our students at digital platforms

○ May 2008 - Jan 2016 **Various positions fulltime/part-time**
SafeGroup, Whiteaway, Codan and L'easy

Tasks within:

- Communication
- Market analysis
- Meeting facilitation
- Customer service
- Sales



EDUCATION AND QUALIFICATIONS

○ Sept 2013 - Sept 2015 **Cand. Soc. Educational Science (HR-profile)**
Aarhus Universitet - DPU

I did the study line with a focus on HR and gained competences within:

- Organizational learning, culture and innovation
- Planning, implementation, performance measurement and evaluation of HR-related projects
- Talent development and analysis - eg. development of talent strategies, succession strategies and staff retention strategies
- Facilitation of cross disciplinary collaboration and knowledge sharing
- Theoretical knowledge about learning, innovation and business development and culture

○ Sept 2009 - Jul 2012 **BA French and Corporate Communication**
Aarhus School of Business

Competences within:

- Analysing organizational culture
- Market analysis
- Communication analysis
- Culture analysis
- Written and oral presentation in french



REFERENCES

References available on request.



SKILLS

Microsoft Office pakken (inkl. PowerBi)	★ ★ ★ ★ ★
ItsLearning and BlackBoard (LMS)	★ ★ ★ ★ ★
Trello, Padlet, Peergrade, PollEverywhere, Kahoot	★ ★ ★ ★ ★
Microsoft Dynamics CRM	★ ★ ★ ★ ★



COURSES

- Mar 2023 - Jun 2023 **Morten Münster Adfærds Design Masterclass**
Morten Münster

The course enabled me to use behavioral design as a method for leading and facilitating change processes. I applied this approach in the development of workshop programs targeted at manufacturing companies at Business Region MidtVest, as well as in the internal development of my project's partner group.
- Jun 2019 - Sept 2019 **JTI Person typetest Certificate**
Center for Læring (CfL)

With this certificate I am allowed to perform tests and provide feedback on the outcome of the test. The test is build upon Jungian typologi and is typically used in relation to team dynamics, team development and personal development.
- Sept 2016 - Nov 2016 **AEU Vejlederkursus**
AEU

 - Training in and knowledge of guidance and questioning techniques
 - Knowledge of ethical standards in guidance practices
 - Training in creating a safe and trusting guidance environment



VOLUNTARY WORK

Board member at Den Højlund-Juulske familiesammenslutning - 2015 - now (Chairman since 2024)

- Being a part of a large family union with more almost 200 members, I make decisions together with the rest of the board concerning our family union's activities such as our choir and the annual family camp. We deal with a smaller budget at around 300.000 danish kroner. Before entering the board, I have been arranging the annual family camp for 5 years in a row.

Board member and volunteer at ASB-revyen - 2010-2012

- As a part of one of the largest student revues in Denmark, I was a part of the board setting everything up from funding, marketing and engaging members of the union in making the revue



ABOUT ME

I am married to Iben and the father of Rosa and Niels. I have recently started playing floorball at Engesvang Bagud and i am currently also trying to master sourdough. Fun fact: I make a decent Peter A.G.-impression and used to do so in my partyband.