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# BJÖRKSTEN AF SWEDEN

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[WWW.BJORKSTENAFSWEDEN.SE](http://WWW.BJORKSTENAFSWEDEN.SE)

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## PASSION

To coach people to dare to change,  
take responsibility and develop!

Clarify and simplify HR processes so  
they become effective tools that make  
a difference for employees, leaders,  
organization and business.

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## EXCELLENCE

Coaching and management support

Change management

Labor law and negotiation

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## EXPERIENCE

20 years in HR

Management team

International companies

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## LANGUAGES

Swedish – Mother tongue

English - Fluent

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# CONSULTANT PROFILE ANNA BJÖRKSTEN

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With 20 years of experience as an HR manager, leader and coach in a variety of industries and companies, It's easy for me to see and understand both the business and the organization's needs and set and drive strategies accordingly. For me, HR is a natural part of the business and should distinctly contribute to the company's development and success.

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## EDUCATION

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PA-programme - Örebro University

PhD Psychology - Örebro University

NLP Coach – Coach2Coach

Change Management, Development Management – Lorensbergskonsulterna

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## VOLUNTEER

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TRYGGA BARNEN

Support children in families with problems of alcohol, drugs or mental illness.

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## EXPERIENCE - EMPLOYMENTS

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### DISCOVERY NETWORKS

VP HR Nordics 2015-2017

- Management support to Nordic Mgmt,
- Member of the Nordic management team.
- Leading the Nordic HR team
- Leading the Swedish HR&Office Mgmt department of six employees
- Full Strategic HR responsibility, Nordics
- Leading and driving two large organizational changes with a total reduction of half the workforce in the Nordics
- Leading the takeover and harmonisation of Eurosport
- Projectlead on culture "One team"

### DISCOVERY NETWORKS

HR Director Sweden 2013-2015

- Management support Sweden, approx 30 managers and 200 employees.
- Member of the management team.
- Leading the Swedish HR&Office Mgmt department of six employees
- Full HR responsibility, labor law and negotiation, recruiting, rehabilitation, training etc
- Leading and driving harmonisation and change from the Discovery takeover of the Swedish company SBS TV

### BESTSELLER RETAIL

HR Manager 2012-2013

- Management support, approx 110 stores.
- Member of the management teams.
- Full HR responsibility, labor law and negotiation, recruiting, rehabilitation, training etc

### BJÖRKSTEN AF SWEDEN

HR Consultant 2012

- Founded my own company.

### AXSTORES AB

Senior HR Officer Lagerhaus & Åhléns 2010 – 2012

- Management support Lagerhaus Sweden, 32 stores and Åhléns Norway, 30 stores.
- Member of the management teams.
- Full HR responsibility, labor law and negotiation, recruiting, rehabilitation, training etc

### SJ AB

HR Business Partner 2003-2010

- Management support west region, 25 managers and 800 employees.
- Member of the management team.
- Full HR responsibility, labor law and negotiation, recruiting, rehabilitation, training etc
- Strategy responsibility of Recruitment for the whole company.
- Driving change through four larger organizational reviews.





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## EXPERIENCE - ASSIGNMENTS

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### **SANDQVIST BAGS 6 ITEMS 2017 -**

- Management support
- Management training
- Organization review & Change management

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### **ITV STUDIOS 2017 -**

- Management support
- Management training
- Organization review
- Projectlead; Active work against discrimination and harrassments

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### **SIGNUP SOFTWARE 2017-2018**

- HR analysis
- Support in organizational review
- Development and implementation of HR processes and policies
- Established partnerships for pensions and insurance

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### **KIDBROOKE ADVISORY 2018-2019**

- HR analysis,
- Development and implementation of HR processes
- Review of compensation & benefits
- Management support

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### **MEJSLA 2018**

- HR analysis
- Organizational review
- Development and implementation of HR processes and policies
- Review of compensation & benefits

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### **Texas Longhorn 2018-2019**

- HR analysis
- Organizational review
- Development and implementation of HR processes and policies

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### **GS1 2018**

- Interim HR Manager & member of the management team
- Management support
- Labor law and negotiation
- Leading through organizational change

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### **Swedish Gymnastics Association 2018-2020**

- HR analysis
  - Organizational review
  - Development and implementation of HR processes and policies
  - Management training
  - Management support
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#### **Stockholms Sjukhem 2018-2019**

- Interim HR Manager & member of the management team
- Management support
- Labor law and negotiation
- Leading the work environment committee
- Leading the pay review

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#### **Antrop / Tillväxtverket 2019**

- HR expert
- Contribute knowledge to create tools and a website to support companies that lack their own HR function

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#### **Bygma 2019-2020**

- Interim HR Manager & member of the management team
- Management support and leader development
- Labor law and negotiation
- Development and implementation of HR processes and digital management support
- Recruitment

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#### **Stockholms Sjukhem 2020-2021**

- Interim HR Manager & member of two management teams
- Management support and coaching
- Organization development
- Labor law and negotiation
- Work environment and trade union cooperation
- Recruitment

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#### **Boliden 2021**

- Support and inspiration in the development and implementation of value-driven leadership and employeeship.

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#### **Studieförbundet Vuxenskolan Riksorganisation 2021**

- Development of a whistleblowing function and support in the implementation

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#### **Sweden Green Building Council 2021 -2022**

- Interim HR Manager & member of management team
- Management support
- Labor law and work environment
- Development of HR processes and policies

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#### **Svenska Brasserier 2022**

- Senior HR Partner
- Management support
- Labor law and collaboration
- Development of Whistleblowing routine

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#### **VR Sverige 2022 -**

- HR specialist
  - Management support
  - Work environment and rehabilitation
  - Labor law and collaboration
  - Development and implementation of HR processes
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**Compass Group 2024 -**

- HR Manager
  - Management support
  - Organization development
  - Development and implementation of HR processes and systems
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