

Contact

+45 27333964 (Mobile)

hanshenrikbalshoej@gmail.com

[www.linkedin.com/in/](http://www.linkedin.com/in/hanshenrikbalshoej)

[hanshenrikbalshoej](https://www.linkedin.com/in/hanshenrikbalshoej) (LinkedIn)

Top Skills

Coaching

Product Management

Team Leadership

Languages

Swedish (Limited Working)

Norwegian (Limited Working)

English (Professional Working)

Danish (Native or Bilingual)

German (Elementary)

Certifications

MSP Foundation

Arbejdsmiljøorganisationens
arbejdsmiljøuddannelse

Publications

Software Process Improvement
as organizational change: A
metaphorical analysis of the
literature

Hans Henrik Balshøj

Freelance Consultant | Agilist, Leadership, Project-, Product-,
People- and Process Management | SAFe SPC, PMI, PRINCE2,
MSP, CSPO, CSM

Aarhus, Central Denmark Region, Denmark

Summary

Goal and process oriented leader with experience from managing development of complex software products for the Healthcare sector and executing projects with SAFe, Scrum and CMMI5 to deliver on time, cost and quality. Further have a lot of experience with people-, process-, product- and project management, agile coaching, release planning, sub supplier management, finance and implementation of processes based on ISO9001, CMMI and CE-marking.

Specialties:

Leadership

Agile Coaching

Scrum

SAFe

Project Management

Product Management

Product Implementation

People Management

Sub Supplier Management

Release Planning

Healthcare

PRINCE2

PMP

Finance

Business Process Improvement and Management

CMMI - High maturity, ISO9001 and CE-marking

Business Intelligence

Measurement and Reporting

Online Marketing / SEO

E-commerce and Dropshipping

Stock trading

Experience

Balshøj

Freelance Consultant

October 2023 - Present (2 years 9 months)

Aarhus

Independent freelance consultancy with specialty in Agility and Project, People, Process and Product Management. Interim roles like Scrum Master, Team Coach, Agile Coach, Release Train Engineer and Project Manager.

Active contract until 31-12-2026

Capgemini Danmark

6 years 2 months

Development Manager, Healthcare - Bookplan

June 2020 - September 2023 (3 years 4 months)

Aarhus C, Middle Jutland, Denmark

Leading development of Bookplan, which involved several disciplines like release and capacity planning, leadership, prioritization, reporting, stakeholder management, risk management, process management and continuous improvement of the development organization. Similar to Release Train Engineer (RTE) role in the SAFe framework.

People Manager, Healthcare - Bookplan

February 2019 - September 2023 (4 years 8 months)

Denmark

People Manager for 24 talented colleagues (Developers, Team Testers and Scrum Masters). Further I was very involved in employer branding and recruitment of new talents for Capgemini.

Managing Consultant

August 2017 - September 2023 (6 years 2 months)

Region Midtjylland, Denmark

Consultant specialized in Project Management (both waterfall and agile). For a period I was part of Capgemini's internal certification board for Project/ Engagements Managers in the Nordics. I was also an employee elected member of the work environment board.

Project Manager, Healthcare - BookPlan

July 2018 - May 2020 (1 year 11 months)

Denmark

Leading the implementation of BookPlan in the Region of Southern Denmark and North Denmark Region as part of a larger program with Systematic. The goal was to implement Electronical Patient Records across all hospitals in the Regions.

Agile Coach (External Consultant)
September 2017 - August 2018 (1 year)
Århus Area, Denmark

As an external Capgemini Consultant, I was helping Arla with a large agile transformation rooted in SAFe, Scrum and Kanban.

Scrum Master and Project Manager on several SAP related projects with team members from both business, IT and external vendors. Agile Coach helping Scrum Masters, Product Owners, Project Managers, Release Train Management Team and employees in general through agile training, coaching and community of practice sessions.

Yiha.dk
Owner
October 2019 - January 2022 (2 years 4 months)
Denmark

ApS company running webshops based on the dropshipping concept

Systematic
10 years 5 months

Project, People and Development Manager, Healthcare - Service Logistics
January 2015 - July 2017 (2 years 7 months)
Århus Area, Denmark

Project, People and Development Manager on both development and delivery of the Columna Service Logistic products, which during my time moved from purely danish customers to international customers in both Finland, Australia, Norway and Scotland.

As Development Manager, I was responsible for a transformation of the development organization from a project to a product organization. Further I was responsible for an agile and efficient release planning and development process with Scrum as framework.

I had 14 developers in direct reference, where 8 were located in Denmark, and 6 were located in Rumania. Further I had several architects, user experience consultants, testers and supporters in indirect reference in an organisation of

40 team members in total. Lastly I had the responsibility for finance across the service logistic organisation.

As Project Manager, I was responsible for all project activities with Region Nordjylland related to the Service Logistic product suite, which involved both piloting, implementation and further development of the solutions through both internal capacities and sub suppliers.

Project Manager, Healthcare - Patient Logistics

June 2013 - July 2017 (4 years 2 months)

Århus området, Danmark

Project Manager on both product development and delivery of a Wayfinding-solution to The New University Hospital in Aarhus (Denmark). The solution was established through an internal team and several sub suppliers with Scrum as the framework. During my time the products were established from idea to a working solution, which was sold to the first international customer.

Project Manager, Healthcare - CIS, Clinical Logistics and Telemedicine

September 2011 - May 2013 (1 year 9 months)

Århus området, Danmark

Project Manager working with development and delivery of several products in the Columna e-Health Platform. Primary responsibility on Columna Clinical Information System was finance, forecasting, reporting and process management. On Columna Clinical Logistics and Columna Citizen it was more general Project Management and Sub Supplier Management.

Manager, Business Process Improvement

March 2007 - October 2011 (4 years 8 months)

Manager in the Business Process Improvement department. Earlier I took the positions as Scrum Master and Business Intelligence SME. I worked with Project Management, High Maturity CMMI, ISO9001, AQAP, Business Processes, Business Intelligence, Improvement Projects, Implementation of Processes, Statistical Process Control and general statistics, Reporting, and development and implementation of Measurements across the entire organization. One of my major challenges was to simplify and further improve the Quality Management System. Another major challenge was to implement and keep performance within Quantitative Project Management (e.g. project reporting) by improving the processes across the organization, and training and supporting the Project Managers. This helped Systematic become a stronger and more efficient on both organizational and project level. Further

I have participated in several CMMI 5 appraisal activities (Scampi A in 2009, Scampi B in 2011 and Scampi A in 2012).

Position history:

- Manager, Business Process Improvement from August 2010 to October 2011
- Process Engineer from January 2008 to July 2010
- Process Controller from March 2007 to December 2007

Education

Harvard Business School

Connected Manager · (2021 - 2021)

IT-Universitetet i København

Agil Program- og Porteføljestyling, ITU Professional Courses · (2017 - 2017)

Process Ink

Graphic facilitation · (2017 - 2017)

goAgile

Agile Project Leadership · (2015 - 2015)

Zellgeist

· (2015 - 2015)