

## Independent Management Consultancies Network IMCN

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 European
 

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 Professional
 

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 Personal
 

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OSLO CONSULTING GROUP  
FROM AMBITIONS TO RESULTS

*Name of the firm*

**Oslo Consulting Group AS**

*Full address  
(incl. phone, fax etc.)*

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E-mail [contact@ocg.no](mailto:contact@ocg.no)  
Internet [www.osloconsultinggroup.com](http://www.osloconsultinggroup.com)**

*Established*

**2001**

*Responsible person for the  
network*



**Harald Korn**

*Name of senior consultants*

**Harald Korn  
Mari Ellestad**

*Total number of consultants*

**3**

*Number of associate  
management consultants  
(at least one entire assignment  
together)*

**4**

**July 2022**

(The profiles of the members are permanently up-dated. Please ask for the latest version.)

## Independent Management Consultancies Network IMCN

### Oslo Consulting Group

*Specialisations  
(FEACO classification/  
main fields of activity)*

**Scenario Development  
Strategy Development & Implementation  
Leadership Development  
Senior Management Team Development  
Change Processes  
Post-Merger and Acquisition Processes  
Communication & Marketing**

*Type of clients/branches  
(industry areas) \**

**Process Industry  
Energy / Utilities  
IT Services  
Banking, Insurance and Finance  
Offshore EPCIC  
(Engineering, Procurement, Construction, Installation & Commissioning)  
Shipping  
Consumer Goods**

*Consulting products or service  
packages (self-developed)*

**Performance Improvement Process (PIP)  
Jumping the Curve (Change processes)  
Partnership & Alliances process**

*International practice  
(foreign countries where assign-  
ments were completed;  
in order of priority)*

**Sweden  
Denmark  
Germany  
Switzerland  
Finland  
France  
Italy  
Brazil**

*Language ability in the firm*

**Norwegian  
Swedish  
English  
German  
French  
Hebrew**

*International certification*

**All our employees hold a number of different certifications and are Certified Management Consultants, Certified Coaches, and certified to use a number of different assessment and analysis tools both on individual, team and organisational level.**

## Independent Management Consultancies Network IMCN

### Oslo Consulting Group

*Mission statement / consulting philosophy*

We believe in the virtue of exposure and personal experience. We share a fate of having a balanced experience of line management as well as consultancy. We have been out there. Stood our ground. Taken the heat. And we have honed our skills through working closely with our clients as their trusted process facilitators, advisers, coaches and mentors.

We base our work on a number of different proven methodologies and approaches – in addition to our own performance principles. At the heart of our thinking lies the concept of appreciative inquiry. We believe in the powers of interpersonal communication and dialogue; how people talk has implications for who we become and what we can do as individuals. We also regard everything in a systemic perspective. Everything is systemic – everything interacts with (affects and is affected by) the things around it – systemic insights into complex situations and problems. We do not deal with the parts of a situation in isolation; we deal with them in concert – both the elements of a situation and how they interact with one another.

*Credentials (short description of some typical assignments)*

- Type of client / branch (industry area)
- Field of activity
- Assignment summary and results

#### SIEMENS FINANCIAL SERVICES

Nordic Management Team (NMT) development process, plus development process for next level managers. Duration 12 months. Assignment goals and outcome:

1. Bring the team together; Establish team purpose and understand the development phases of teams.
2. Identify and agree on a desired culture; how to act as a team and what behaviours we must be able to expect from each other.
3. Develop necessary leadership skills
4. Identify and develop increased mutual trust
5. To become a high performing team

#### LANDESHYPOTEK BANK

All-encompassing leadership development process, covering the senior management team, next level leaders & all employees. In total 185 people participating. Duration 2 years.

Assignment goals and outcome:

1. Become highly effective in terms of delivering results
2. Achieve alignment, consistency & predictability
3. Understand individual working preferences, communication styles, cultural orientations
4. Build a supporting atmosphere of mutual respect and trust
5. Expand the mind for strategic and tactical leadership thinking

#### ALPIQ

(a leading European energy company) Scenario Development process & revised Mission and Vision. Duration 9 months

The major outcome of the process was:

1. Changed thinking
2. Informed narratives or stories about plausible futures
3. Improved decision making about the future
4. Enhanced human and organisational learning and imagination

*Selection of important and well known clients (location)*

Hydro Aluminium (Norway, Germany, Brazil, France)  
 ABB (Switzerland, Brazil, Sweden, Germany)  
 Gjensidige Bank (Norway)  
 Tieto (Finland, Sweden, Norway, Denmark)  
 Bilfinger (Norway)  
 Sapa (Norway, Denmark, Sweden)

## Independent Management Consultancies Network IMCN

### Oslo Consulting Group

*Partners / senior Consultants  
(short profile)*

#### **HARALD KORN**

Harald has developed his skills as a consultant since 1984. In recent years, he has also worked actively as an entrepreneur in the Norwegian boating industry through his ownership the Giramar group of companies. He is now fully engaged – again – as a consultant, focussing on some of the larger accounts in Oslo Consulting Group AS, where he also serves as chairman of the board.

Throughout his entire career, Harald has been actively involved in transformation processes with leading European multinationals. The projects include scenario development and strategic planning, global restructuring and implementation, as well as leadership development and coaching of senior management teams.

During the last 35 years, Harald has worked extensively with industries like Engineering, Shipping, Off-shore EPCIC, Aluminium, Energy, IT and Banking.

Harald is married, has three children, and lives in Asker, Norway.

#### **MARI ELLESTAD**

Mari has broad experience from developing leaders and management teams and has a special interest for the power of conversations in organisations, and how conversations are a premise for driving change, creating stability and delivering outstanding results through people. With this as a basis, she is helping leaders and management teams develop their ability to ask the right questions at the right time and find the balance between involvement and setting direction. Mari has been supporting leaders and management teams on all levels, in industries like Insurance, Banking & Finance, Engineering and Energy.

Before becoming a consultant, Mari spent several years as head of department in a technology driven company with responsibility for competence development and information flow. Her theoretical background lies in business development, change management and innovation, and she is certified Executive Coach by DNCF.

Mari joined Oslo Consulting Group early 2018 and holds the position of Managing Director and Senior Consultant.

Mari lives in Oslo, Norway, with her boyfriend and their son.