Henrik Larsen

Principal Consultant, Organization and Change

01 PROFILE

Henrik helps leadership teams reshape their organizations after mergers, growth or a change of strategy. He is known for clear design, honest conversations with employees and changes that last.

02 CORE EXPERTISE

- Organization design and operating models
- Merger integration
- Leadership team alignment
- Change management and communication

03 SELECTED ENGAGEMENTS

Nordic energy company

Energy

Integration lead 2025 to 2026

Led the integration of two companies and 2,400 employees into a single operating model.

- Integration finished 3 months early
- Synergies of EUR 45 million reached

Global shipping group

Transport

Workstream lead 2023 to 2024

Redesigned the headquarters organization and moved 18 shared services to two hubs.

- Management layers cut from 8 to 6
- Engagement score up 11 points

Danish medical device maker

Healthcare

Advisor 2022

Coached the executive team through a strategy change and the new structure.

- Leadership team aligned on 5 priorities in 10 weeks

04 EDUCATION

MSc, Organizational Psychology University of Copenhagen, 2005

BSc, Business Administration Copenhagen Business School, 2003

AT A GLANCE

20
Years of experience

58
Engagements delivered

8
Industries served

3
Certifications

BASED IN
Copenhagen, Denmark

AVAILABILITY
From March 2027

LANGUAGES
Danish, English, German

CERTIFICATIONS
Prosci Certified Change Practitioner
Hogan Assessments Certified
ICF Professional Certified Coach