







THOMAS GRANE

CONTACT

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SKILLS

- Proven track record in developing and implementing innovative, cutting-edge digital business solutions.
- Extensive experience in driving change processes from a technological, organizational and cultural perspective
- Extensive experience in optimizing processes using business applications, robotics and AI.
- Deep experience in data-driven core business and customer solutions
- Extensive experience with implementation of Cybersecurity governance (technological and organizational)
- Solid experience in strategic business development with 10+ years as part of the Executive Management team
- Empathetic, curious and engaged people leader with a holistic mindset
- Strong and passionate communicator with 20 years' experience as keynote speaker, moderator and host
- Musician with 35+ years of experience from over 1000 concerts for festivals, companies and venues

PROFILE

With an extensive background spanning three decades in business, technology, and retail, I offer a valuable perspective on effectively leading teams and utilizing technology to drive business growth, encompassing both strategic and operational aspects.

With high energy, an innovative mindset and 10 years of experience from Executive Management in a listed company, I bring new and creative perspectives to the table from my combined experience in roles as both CIO (Chief Information Officer) and CHRO (Chief Human Resources Officer). Combine this with my engineering background and 15 years leading IT operations, you get a person who knows how to both develop and implement digital strategies.

WORK EXPERIENCE

CEO and owner

December 2023-

Thomas Grane ApS, Copenhagen, Denmark

- Strategic advisor:
 - Digital strategy and transformation
 - Organizational and cultural transformation
 - AI

- Keynote speaker and facilitator

Network facilitator, November 2024-

Academy Group – Copenhagen

- Facilitator, CIO networks
- Keynote speaker, CxO networks

Advisory Board, September 2024-

Myver (Fintech) – Copenhagen

- Advisory board member
- Advice and guidance on business & tech strategy

Director of Technology and Transformation (CIO), February 2022 - November 2023

Matas A/S - Allerød, Denmark

- Part of the Executive Management team
- Responsible for the IT department (76 FTE) + Facility Management (3 FTE)
- Overall responsible for digital transformation
- Responsible for IT CAPEX for the entire group (DKK 100+ million)
- IT: Overall responsible for development, operation, help desk support, Onsite IT service for stores, business intelligence and data science (AI)
- Main focus: Business development, optimization and streamlining of business processes using business applications, RPA and AI
- Additional focus: IT governance, IT portfolio management, IT strategy, supplier and technology sourcing, contract negotiation, IT budget, cyber security

Advisory board, June 2022 –

Upright Music - Copenhagen

- Advisory board member
- Advice and guidance on business & tech strategy

LANGUAGE

Danish : MOTHER TONGUE

English : C2



Liquid:

Swedish : B1



Intermediate level:

Norwegian : B1



Intermediate level:

Director of Technology and Organization (CIO+CHRO), October 2018 - February 2022

Matas A/S - Allerød, Denmark

- Part of the Executive Management team
- Responsible for the IT department (60 FTE) + Facility Management (3 FTE)
- Management responsibility for the HR department (12 FTE)
- Overall responsible for digital and cultural transformation of the company
- Responsible for IT CAPEX for the entire group (DKK 100+ million)
- IT: Overall responsible for development, operation, help desk support, Onsite IT service for stores business intelligence, data science (AI) and facility management
- HR: Overall responsible for employee and leadership development, recruitment and well-being for HQ, logistics and stores
- Main focus: Business development, development and implementation of a new digital collaboration culture incl. implementation of new workspace concept
- Additional focus: Digital development, IT governance, IT portfolio management, IT strategy, supplier and technology sourcing, contract negotiation, IT budget, Cyber security, Facility

IT director (CIO), June 2014 - October 2018

Matas A/S - Allerød, Denmark

- Part of the Executive Management team
- Responsible for the IT department (45 FTE)
- Overall responsible for development, operation, help desk support, Onsite IT service for stores and business intelligence
- Main focus: Business development, digital innovation, IT governance, IT portfolio management, IT strategy, supplier and technology sourcing, contract negotiation, IT budget, cyber security

IT manager (CIO), January 2008 - May 2014

Matas A/S - Allerød, Denmark

- Responsible for the IT department (30 FTE)
- Overall responsible for the implementation of a new ERP system and loyalty platform Club Matas
- Responsible for development, operation, help desk support, Onsite IT service for stores and business intelligence.
- Main focus: IT portfolio management, IT strategy, supplier and technology sourcing, contract negotiation, IT budget, infrastructure and cyber security design

IT Operations Manager, August 1997 - January 2008

Matas A/S - Allerød, Denmark

- Responsible for the IT operations department (3 FTE)
- Responsible for the overall IT infrastructure in both HQ, 2 logistics centers and 280 stores (servers, LAN and WAN network, PC, POS and Cyber security)
- Infrastructure design Data center operation and governance

System administrator, November 1992 - August 1997

Matas A/S - Allerød, Denmark

- Operation and support of PC, mainframe and network equipment

Software consultant, January 1990 - October 1992

TG Productions - Copenhagen, Denmark

- Development of software for collecting statistics

SELECTED ACHIEVEMENTS

- Development of an AI based product recommendation algorithm for 1.8 mio. Club Matas customers trained on 50 billion customer/product relationships. Implemented across web, app and POS with significantly increased conversion to purchase.
- Development and implementation of AI based LLM agent MAIA (Matas Artificial Intelligence Agent) in own Azure Cloud setup trained on selected internal data. Used as an internal chatbot and future platform for AI-based productivity implementations both internally and for customers.
- Development and implementation of Customer Insight's supplier portal based on Matas Azure advanced analytics data platform. The platform has professionalized supplier handling and significantly increased media sales.
- Development and implementation of mobile POS (Point of Sale solution) with full integration of Club Matas loyalty data, online e-commerce assortment and contactless payment. 400 units rolled out in 150 stores with increased sales conversion and high customer satisfaction.

- Establishment of offshore extended IT department in Pakistan with 40 FTE consisting of 6 development teams (platform, app, BI, data science, Cloud integration and project)
- Insourcing of onsite IT service for 280 stores, successfully run for 10 years with increased customer satisfaction, reduced operating costs and a 30% reduction in cost for HW purchases through large scale bidding.
- Insourcing of the development and operation of the Loyalty platform and app for Club Matas.
- Responsible for refurbishment of HQ office buildings (400 FTE) incl. implementation of a new activity-based workspace.

EDUCATION

Coach, April 2002 - June 2002

The coaching company - Lyngby

Coaching of colleagues in personal development

Akademi Ingeniør: Svagstrøms elektronik, August 1987 - December 1990

DTU - Lyngby