

Independent Management Consultancies Network IMCN

European

Professional

Personal



Name of the firm

Collusor Management Consulting

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

**Gvernørenes vei 5a
0248 Oslo
Norway
Tel +47 22 52 52 76
Mobile +47 930 97 600
E-mail trondparelius.johnsen@collusor.no
Internet www.collusor.no**

Established

2003

*Responsible person for the
network*



Trond Parelius Johnsen

*Name of managing partner(s),
executive director(s)*

Trond Parelius Johnsen

Total number of consultants

1

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

5

October 2008

(The profiles of the members are permanently updated. Please ask for the latest version.)

Independent Management Consultancies Network IMCN

Collusor Management Consulting

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

**Change management and innovation projects
Organisation development
Management and leadership development
Business transformations
Cooperation between different companies or entities
Executive coaching and outplacement
Recruiting**

*Type of clients/branches
(industry areas)*

**Wholesale
Engineering and service industries
Industrial production and logistics
Humanitarian and similar organisations
Public held companies**

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

**Executive coaching
Outplacement
Management recruiting**

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

**Sweden
Denmark
UK
Germany**

Language ability in the firm

**Norwegian
English
Swedish
Danish**

*Professional membership
and cooperations*

**NBF/ ABF/ NAMC (The Norwegian Association of Management
Consultants); president
Abelia (The Organisation for Knowledge based Companies)
NHO (Confederation of Norwegian Business and Industry)
NSF (The Norwegian Association of MBA's and MB&E)**

Independent Management Consultancies Network IMCN

Collusor Management Consulting

Mission statement / consulting philosophy

Collusor is a networking management consultancy and works as facilitator or external resource in change processes to help clients reach new business-oriented, organisational or developmental goals. To obtain the agreed strategic direction of the client's organisation, we focus primarily on organisational and management improvements and leadership development.

Collusor will also act as an external resource in processes where clients aim to improve their abilities in any strategic direction, to help innovation and to benefit from cultural adjustments.

Collusor will always base its operation on business ethics and social responsibility. For every project which reaches a turnover of NOK 100'000 (approx. € 11'500), Collusor will buy six months supply of specially developed nutrition food for a child in selected areas of the world and give the client the opportunity to continue the donation.

Credentials (short description of some typical assignments)

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

A LEADING WHOLESALER

We have supported the company with management and specialist services for several years. In the process from a state owned monopoly to the largest of three major wholesalers, several managers have drawn upon us as an external resource and sparring partner. We have been involved in recruitment, coaching, revitalising and management development, helping the organisation to succeed through the changes.

AN ELECTRONIC MANUFACTURING COMPANY

A Norwegian electronic manufacturer was acquired by an international enterprise and we have performed several top management recruitments and have been coaching managers in different situations. They have all shown ability to increase the activities and meet the required performance and results of the organisation.

A BRANCH ORGANISATION

We were the project manager in an extensive change process. The industry was conservative, government directed and monopolised with little or no willingness to change. The programmes included specific training for the top and middle management as well as the board members. We performed work-shops with all employees to implement new thinking and to support the management and organisational development. The changes in culture, attitudes, focus, working habits etc. challenged the organisation and the entire industry. The processes lead to new strategies and continuous changes putting the branch organisation in a position to provide new and relevant services to the members and is also representing all the market actors towards the political and legal authorities.

A CIVIL ARCHITECT

In a major civil architecture firm the owners and leading partners were rapidly entering their age of retirement. We created a process with the owners and the management to establish a new strategic consciousness about the company's future. A new and enlarged management team was established and through the processes the partners developed their individual management style and strengths. The assignment succeeded and both previous and new owners are satisfied with the new situation. The company has proved its existence and competence by winning some large projects to be developed over the coming ten years and this has given further opportunities for growth.

A NON-CORE INDUSTRIAL PLANT

A small and specialised industrial plant was becoming "none-core" for the owners due to industrial changes. The process was to establish the unit as a service provider to all competing chains in the market and preferably get them all as equal part owners. All of the chains were parts of international conglomerates with little experience in the country. It seemed impossible to find a new ownership at the time, but the unit became well established as a service provider to all the chains and a lot of the independent operators in the market.

Independent Management Consultancies Network IMCN

Collusor Management Consulting

Credentials (short description of some typical assignments)

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

A NON-PROFIT ORGANISATION

The organisation which is operating for safety and rescue of people and equipment faced twice, with some years interval, entirely new strategic situations and potential dramatic fall in income. In these very difficult operational situations we supported the organisation with investigations and recommendations and worked closely with the management to attack and resolve the situations. We operated as sparring partners for CEO's in the transition periods. In both situations we helped the organisation to find ways to compensate the loss of income and the organisation is now running very satisfactorily.

OUTPLACEMENT AND COACHING

For 15 years we have been working with outplacement, primarily on the executive level, and as executive coach for managers in a wide variety of industries and organisations. The processes have been very personal and with individual and intensive feedback all through the programmes. Most of the participants consider this as a very important change and as an important period in their life, having obtained a clear picture of their resources and new abilities to handle difficult situations more successfully.

Selection of important and well known clients (location)

Norsk Medisinaldepot (NMD) ASA / Celasio AG
 Det norske Veritas
 Medplan AS
 Flextronics International, Norway

Partners / senior consultants short profile

TROND PARELIUS JOHNSEN

Trond Parelius Johnsen founded Collusor in 2003. He has more than 20 years of consulting experience. He holds a master of business and economics and added a master of management to his knowledgebase in 2001. Engaged in some of the first oil and gas development projects in Norwegian waters he became the purchasing manager of the international divisions of one of Norway's largest manufacturing companies, serving projects in Africa, the Middle East and Norway. His experience also covers business development, trading and oil pollution control. As a consultant he started with recruitment and personal development and as a senior consultant he has established units for top management selection and outplacement. He became a partner and for a period the chairman of the board of a well established consultancy in Norway. He has often been leader of projects for change, improvements, management development, leadership development and organisation development. In his operations as a consultant he covers different roles such as being a researching specialist, a project manager, a facilitator and an executive coach. Trond Parelius Johnsen was elected as president of the Norwegian Association of Management Consultants in 2001 and was reelected every year thereafter.

Collusor, being a networking company, is able to work with different other consultants and consultancies based on excellent connections in the northern European countries.