

CURRICULUM VITAE

Name: Lena-Liisa Tengblad

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Education: Master of Laws, LL.M., Uppsala University 1989
Matriculation, Wargentinskolan, Östersund 1983,

Employments:

CEO, Grafiska Företagen, 2009-09-01 – 2015-03-31
VP Corporate Human Relations, earlier Director People
And Industrial Relations and Negotiating Officer.
Scandinavian Airlines System, SAS, 1999-03-15 – 2009-08-30
Negotiating Officer, HAO, 1989-06-01 – 1999-03-14

Other: Advanced courses for senior executive females, Ruter Dam, 2006

Languages: Swedish, mother tongue
English, advanced level
Danish and Norwegian, general understanding spoken and
Written.

Special qualifications:

Qualified expertise in collective bargaining, negotiating and processing, at local as well as central and national levels. I.e. the over-all national collective agreement regulating the total Swedish Labour Market.

Extensive experience of collective bargaining on a corporate Scandinavian level as well as company level in Denmark and Norway with the local labour unions for pilots, on board crews, ground crews and logistic crews. These tasks included the whole process from targeting and strategic planning to negotiations, conclusions and follow up. To facilitate this a thorough knowledge of Scandinavian labour and employment laws are necessary as well as insight in the cultural and collective bargaining differences between the Scandinavian countries and the various operational companies and other entities.

Extensive experience in integrating labour law and collective agreements in managerial re-organisations and change processes as well as in business processes such as M and A. Corporate level HR issues at all levels, including direct business critical issues, staff

management as well as recruitment handling and validation as well as re-shuffling and dismissing staff.

Being CEO since 2009 I am a very experienced organisation and personnel leader.

CURRENT POSITION:

CEO at Grona, the employers' organisation for the "Green Industries", i.e. Forestry, Farming, Gardening, Golf clubs, Veterinary hospitals and clinics etc. Grona is a freestanding organisation, responsible for 4000 member companies, within the National employers' confederation, Svenskt Näringsliv.

Previous Positions:

CEO, Grafiska Företagen, The Graphic companies' employers' organisation, organising the printing and packaging industries in Sweden, with around 400 companies organised.

SAS:

- Vice President Corporate Human Recourses, SAS AB, 2005-2009-08-30
Reporting to the Group Management, responsive for planning and execution of all collective bargaining within the Group, with 19 unions, including as operative leader of all Group pilot negotiations. Also, responsible for Labour Law, analysis, implementation and follow up from a Group perspective. How collective agreements and labour law could influence business decisions and execution, including influence on strategic planning and corporate and organizational change processes were also included in the work-description.
- Director People and Industrial Relations – Human Recourses Corporate, SAS AB, 2001-11-01. Reporting to Group management, responsible for all Group industrial relations, including the co-ordination of all Group and local collective bargaining.
- Negotiating Officer, lawyer, SAS Ground Services, Sweden, 1999-03-15. Responsible for collective bargaining for the Swedish operations, except the pilots. Advisor to the SAS Sweden management regarding labour Laws and supporting local management in local and central negotiations.

HAO:

Negotiating Officer, lawyer, negotiator and advisor to member companies regarding Labour Law and Intellectual Property Rights Law. Members were within the Service industries, Trade, Airlines, Media and Accounting etc. Took part in the national negotiations for Collective Agreements responsible for specific sectors within these agreements. Held courses and educated in Labour Law, IPR-law and environmenta and Unions

- law. Assisted member companies in national negotiations.

Board positions:

Svenska Re 2011 -, a company jointly owned by Employers and Unions for rehabilitation of Employees.

Collectum, 2016 -, (alternate from 2011) an insurance company owned by employers and Unions. The fund for specific pensions 2016 -, a pensions-organisation jointly owned by Employers and Unions.

Stiftelsen för särskilda pensionsmedel, 2016 -, a pension fund for blue collar workers, owned by Employers and Unions.

GEOPA, 2017 -, The European Employers Organisation for Farming and Forestry

AFA, 2022-, an insurance company jointly owned by Employers and Unions regarding labor market insurances such as life or health insurances.

Previous board Positions:

The Graphic Companies Organisation, 2009 – 2015.

Intergraph, 2011 – 2015, The European Employers Organisation for the Graphic and Print Industries.

APDC IRC, 2001 – 2009, The International Airline-operators Organisation for Industrial- and Labour relations.

Startkraft, 2010 - 2024, an insurance company owned by the Employers and Unions jointly. The company was integrated in another insurance company 2024.