



## **Tomas Östling - Manager consultant Learning & Talent Management**

Experience as consultant and manager in Learning and Talent Management related business and change management since 1993.

Change Manager in implementation projects for new work methods using web based training and Learning Management Systems in multinational companies.

Deep knowledge about the processes, time frames and challenges when implementing larger projects, and focusing on changing the behavior: to get the employees to actually start working with the tools. Hands on experience from the global LMS platforms currently on the Swedish market (including SumTotal and SuccessFactors/Plateau) and most local competitors.

### **Example of relevant assignments**

- 2013-2014 Swedish Defence. Change management and training delivery in implementation of countrywide case management system.
- 2013 Ericsson. Strategic consultant when implementation Talent Management System at Ericsson Success Factors)
- 2011-2012 Cybercom, Implementing Competence Network as a Social media initiative.
- 2010-2012 Cybercom, Web Strategist and Project Manager, Barncancerfonden, HRA and Cybercom.
- 2010 Sony Ericsson, Project Manager, Cognos-migration.
- 2009 Assa Abloy, Analysis of webshop.
- 2006-20+0 Sony Ericsson, Global roll out of new training methods and LMS deployment of SuccessFactors LMS (Plateau).
- 2001-2008 Ericsson, Production and deploying of global e-Learning courses, LCMS LearnXact and LMS SumTotal.
- 2003-2005 Pfizer, Analysis, prestudy and roll out of global implementation of SumTotal, Course manager of e-Learning and ILT courses.
- 2001-2003 Ericsson, Prestudy and deployment of new training model and rational production methods for training.
- 1997-1998 Astra, Global Training Project, Exchange deployment.