

Personal files

Flemming Holm born in Oslo in 1969, resident in Vestby Akershus. Married to Monica a teacher in the primary school. Two children, Noah aged 10 years and Herman aged 7 years. Leisure time complete with activities with the children, training and social gatherings with friends.

Achievements

- More than 20 years of experience from some of Norway's largest and oldest financial institutions, Storebrand, Gjensidige and Sparebanken Sør
- Broad and long career ranging from sales, through HR management, Group financial controller and Executive vice president and CFO in Sparebanken Sør
- Head of the biggest bank merger in Norway since DNB and NOR joined forces in 2004
- Member of the shareholder committee advising Board of Directors on the sale of Nets, a total transaction of DKK 17 billion
- Built/developed the corporate function in Gjensidige from a pure Norwegian non-life company to a full range financial service provider in Norway and a Nordic non-life player
- Key role in preparation/execution of the IPO process of Gjensidige – one of the ten largest corporations at the Oslo Stock Exchange
- Participant in the acquisition of seven non-life players in the Nordic and Baltic region, and responsible for synergy assessments in structural discussions involving Gjensidige
- Initiated cost reduction initiatives and contributed to the reduction of more than NOK 1 billion in operating costs in Gjensidige

Latest position

Executive vice president and Chief financial officer in Sparebanken Sør, the fifth largest Norwegian bank after the merger with Sparebanken Pluss. Part of the group management team for the past three years and responsible for the renewal of the bank. Main tasks and areas of responsibility include;

- In charge of the recent merger with Sparebanken Pluss
- Economic management and follow up of business areas, including development of management principles- and key performance indicators
- Performance management through business reviews
- Responsible for "year-end forecast" (short term) and "management forecast" (long term)
- Initiate cost- and result improving measures throughout all business areas
- Responsible for the group budget process, including presentation- and approval process towards Board of Directors
- Establish and manage balanced scorecard for group management on behalf of CEO
- Responsible for the banks rating process towards Moody's
- Manage some 15 employees in the accounting and controlling department

Professional record

Professional experience	2006 - 2011	Gjensidige Forsikring ASA	Lysaker
		Senior vice president	
		and Group financial controller. Performance management through business reviews. Responsible for the group budget process, including presentation- and approval process towards Board of Directors. Manage 20 employees in the Group financial controlling department in Norway and the Nordic region	
	2005 - 2006	Gjensidige Forsikring BA	Lysaker
		Vice president	
		Group financial controller department. Group budget process, balanced scorecards for group management, development of financial information, efficiency improvement measures	
	2003 - 2004	Gjensidige NOR Forsikring	Lysaker
		Project manager	
		Developing group's new Business Intelligence tool.	
	2000 - 2003	Gjensidige NOR Forsikring Østfold/Follo	Fredrikstad
		Head of administrative division/Business controller	
		Part of division's management team. Head staff of 6 with responsibility for finances, HR, property, ICT and Marketing. Responsible for divisions budget- and business plans.	
	1999 - 2000	Gjensidige Forsikring Østfold/Follo	Fredrikstad
		Human Resource manager	
		Hired 100 employees after merger of three fire mutuals. Reduced staff with 28 percent after profitability challenges.	
	1994 - 1998	Gjensidige Follo	Ås
		Insurance agent	
		Sale of life- and non-life insurance to Private- and SMB customers	
		Sale of loans and banking services to Private customers	
		Sale of funds- and saving products to Private customers	
	1991 - 1993	Europeiske Reiseforsikring AS	Oslo
		Customer service representative	
		Sale of travel insurance to Private- and SMB customers	

Academic record

Education/courses	2005 - 2005	MiL Institute	Lund
	<ul style="list-style-type: none"> Management training at Management Institute Lund 		
	2003 - 2005	BI Norwegian Business School	Oslo
	<ul style="list-style-type: none"> Bachelor programme at BI's center for management training 		
	1998 - 2010	Courses Gjensidige Academy	
	<ul style="list-style-type: none"> Management development programs Course in crisis management Course in media handling EHS courses Starum Microsoft Office (skilled user of word, excel, power point) 		
	1994 - 1997	The Insurance academy (now part of BI)	Oslo
	<ul style="list-style-type: none"> Licensed insurance agent non-life insurance Licensed insurance agent life insurance 		
	1993 - 1994	BI Norwegian Business School	Oslo
	<ul style="list-style-type: none"> Business graduate 		
	1985 - 1988	Ås upper secondary school	Ås
	<ul style="list-style-type: none"> Social studies with economy 		
Previous engagements	<ul style="list-style-type: none"> Board member joint property venture Gjensidige NOR Head safety delegate Gjensidige Østfold/Follo Staff representative supervisory board Gjensidige Østfold/Follo 		
Norwegian army	1990 - 1991	Compulsory military service	Steinkjer/Oslo
	<ul style="list-style-type: none"> Corporal Company B Computer operator Norwegian Defence Museum 		