

Göran Hedbys

Co-owner Granit Management AB



Executive summary

Today I am a partner of Granit Management with focus on implementing strategies. During more than 20 years I have driven organizational turn arounds and been acting as a change manager in various international positions. Implementing new business models, merging companies, downsizing organizations, entering new markets are some of the challenges I have tackled in my years as a manager. Practicing a leadership style based on clear and transparent communication, clear goal setting and listening to the organization.

Professional Skills

Management: My management positions have covered Global business areas, Sales organizations, R&D, Engineering and manufacturing worldwide. Organizations spanning from 50 – 600 persons.

Positioned abroad three times, in Prague and Milano running local sales companies with more than 150 direct reporting employees and sales volumes of 150 mEuro and in Copenhagen running a global business area within Food. In my business area manager positions the responsibility have been global and included reporting units in Asia, Europe and America. P/L responsibility of 450 mEuro.

Change management: At four different occasions, I have led the merger of companies into one brand with good results. These companies have all been Europe based. Several of times I have turned loss making units to growing profit making entities. Simplifying the processes, identifying the key people and making a business model and strategy that the organization embrace.

International leader: Having reporting units spread all over the world and going through change processes involving many nationalities have made me a clear and transparent communicator. A solid awareness of the difference between cultures and how to work in different environments for best result.

Personal Skills

My success factors as a general manager are based on clear goal setting, delegation, trust and by being a present manager. My personal values such as integrity, accountability, calmness have created increased engagement in the organization going through changes. Under my leadership things get done, implemented.

Work Experience

Managing Director / CEO
Segment / business unit manager
General Manager
Marketing manager

Board assignments

Optifreeze
SweHeat
Limhamns / Malmö simsällskap
Friluftsförbundet
Slottstadens Rugby Club

Language & IT

Native: Swedish
Business fluent: Danish, Norwegian, English
Intermediate: German
Basic: Italian

Education & Training

Senior management programs
MSc at Lund's Technical University
Bachelor in Wisconsin, US

Industries experience

Manufacturing Industries
Food Industry
HVAC Industry

International expertise

Italy, Greece
Czech Republic, Slovak Republic
Denmark, Sweden

