

## Curriculum Vitae for Lone Wienberg Steffensen

1. **Family name:** Wienberg Steffensen

2. **First Name:** Lone

3. **Date of birth:** 4 October 1960

4. **Nationality:** Danish

5. **Civil Status:** Married

6. **Education:**

- 2000-2010: Completed a large number of courses on public administration reforms, civil service matters, legal issues, management and leadership and skills development, etc.
- 2002-2004: Passed exams in family law, public sector laws and assets laws at the Judiciary Faculty, University of Copenhagen.
- 1996-1998: Completed a two-years comprehensive Education on Human Resource Management and Systemic Leadership, including appreciative enquiry (certificate).
- 1985-1988: Bachelor Degree in Social Work at the University College of Aarhus – a 3-years medium term education on public administration affairs, legal matters, social welfare issues, social protection and employment/pension schemes.
- 1983-1985: Studies on Political Science at the University of Aarhus – completed the modules and exams on sociology.

7. **Membership of professional bodies and experiences from organisations:**

- Council member in the branch organisation for working environment for Finance/Public Administration – Trade and Administration dealing with civil servants working conditions and performance development
- Member in Committee on Agreements and Negotiations between civil servants and employers in the public sector
- Deputy Representative in the Organisation of Social Workers in Frederiksberg Municipality (1996-2000)
- During a four years period active member of Amnesty International, in charge of Public Relations in Aarhus City.
- Chairman of the Association of Owners (1994-1998)

## 8. Professional experience record:

Lone Wienberg is an experienced practitioner in public administration, civil service conditions, social affairs and human resource management from more than 20 years of working experience in advisory, consultancy and management positions. She has comprehensive experiences within the areas of public administration, human resource management, capacity development, public civil service reforms, rules and framework conditions for civil servants, working conditions and environment, conflict resolution, mediation and negotiations, social affairs/welfare initiatives, social protection, pension schemes, HIV/Aids and support to vulnerable groups, including the area of social protection.

Lone Wienberg has experiences from various management positions, administrative and advisory positions and consultancy assignments, including training and capacity building in the public sector, see below.

- 2021- (present): Senior Consultant in Steffensen Consult ApS and administrator.
- 2010-2022 Associate consultant in Dege Consult ApS Denmark and chief account manager from 2015 – 2018.
- March 2013 – Nov. 2019: Social adviser and negotiator in the National Organization of Social Education, working conditions for social workers, including salary schemes, pensions, conflict resolution, etc.
- 2000-2011: HK Denmark – Union for Employees in Public and Private Sector – Department for Civil Servants. Adviser/Negotiator/Legal Adviser in a union for central government *civil servants* (HK Denmark). Main tasks: Administration of systems and rules for civil servants in the public administration, capacity development/training, negotiations of packages and reward schemes for civil servants, pension schemes, reorganisations, working environment and performance assessments and management of conflicts and conflict resolution, mediation and handling of challenges at public work-places. (Reference: Janniche Eva Poulsen)
- 1996-2000 Frederiksberg Municipality: Administrative Chief of an advisory center/ institution for people with social problems, HIV/Aids. LW was chief for 8 employees with various educational backgrounds. Frederiksberg Municipality. (Reference: Finn Danø)
- 1992-1996: Frederiksberg Municipality/County: Social adviser in an advisory institution for people with social problems. Main tasks: To deliver advises to and treatment of people with social problems/drug abusers, prepare of action plans, develop schemes for prevention of drug abuse, issues on HIV/Aids, strategies for social reintegration, publications and information on the problems etc. (Reference Finn Danø)
- 1991-1992: Tårnby Municipality: Social adviser in the Social Department (all kinds of social issues and social/welfare services/social protection, management of social protection schemes).
- 1990-1991: Copenhagen County, consultant in the Family Department (main task: administration of social welfare schemes/protection, including supervision of institutions and homes for children with social problems. (Anne Møller)

- 1988-1990: Silkeborg Municipality, Social Department, social adviser (main tasks: administration of social welfare schemes/social protection)
- 1985-1988: Ministry of Justice: Part time officer in the Department for Prevention of Crime, Ministry of Justice, Denmark
- 1982-1983: Assistant in a Kindergarten
- 1981-1982: Assistant on a school for disabled young people in Scotland

#### 9. **Courses and supplementary education:**

- Judiciary courses in negotiations of civil service schemes, employment, public administration regulations, work insurance, conflict resolutions.
- Pedagogical courses on methods for teaching (a one-year course)
- Course on systematic treatment of family problems
- Course within the "Family Therapy Centre" (by David Epston)
- HIV/AIDS courses
- Courses in supervision and support of employees
- Education as supervisor of trainers, School of Social Workers
- Carried through a two-year education on Human Resource Management and Systemic Leadership, including methods of appreciative enquiry

#### 10. **Specific Skills and Core Competences**

- Human resource and organisational development
- Coaching and management development
- Civil service systems and procedures, including regulations, guidelines and procedures
- Social welfare systems
- Social projection schemes, including health and pension schemes
- Public service delivery systems and procedures
- Work policies, working environment and procedures.

#### 11. **Teaching experiences and other skills:**

Lone Wienberg possesses broad experiences from teaching, training and capacity development of civil servants, including:

- Lecture on a great number of courses on civil service reforms, civil servants' conditions, supervision of institutions, working environment, etc.

- Management and human resource courses for member of union for civil servants
- Courses in handling of stress, working conditions and conflict resolution

## 12. International Assignments and Experiences

Lone Wienberg has comprehensive international experiences from the skills areas mentioned above including e.g.:

- 2022: Contribution to concept notes on climate change adaptation – LoCAL – UNCDF funded, under Steffensen Consult for the following countries: Fiji, Vanuatu, Egypt, Solomon Islands and Sudan, supporting development of concept notes, data analysis and preparation of future programming.
- 2021: Contribution to concept note on climate change adaptation program – LoCAL reviewing institutional and capacity building issues (hired by Steffensen Consult, funded by UNCDF).
- 2020: Working the institutional issues related with design of performance-based climate resilience grants to municipal corporations, including review of staffing capacity and organisation (hired by Steffensen Consult, funded by UNCDF).
- 2019: Mission to Nepal on review of opportunities for introduction of LoCAL in Nepal, including support to local government climate change adaptation through performance-based climate resilience grants
- 2012: Solomon Islands: Mission resource person for the preparation of the second phase of the Provincial Governance Support Program, including review of capacity of provincial government, input to design of the second phase of the program and organisational set-up (UNDP/UNCDF).
- 2012: Bhutan: Support to study on development of performance reward system for civil servants in the public sector and performance-based grants to local governments in Bhutan (UNDP funded).
- 2011: Lao PDR: Support to Mission on District Development Fund Design, and Outline of Paper on the future options for support to Social Protection Programme Component, including mission to Lao PDR in May 2011 – sub-contracted by Dege Consult (Client UNCDF).
- 2010: Uganda: Discussions during global forum Kampala on social issues and local governments' links with the MDGs – consultations and advise to various UN agencies/contacts, including capacity building issues and civil service conditions (co-funded by UNCDF)
- 2004-05: Nepal. Meetings with Civil Servants from Nepal and presentations on the system of civil servants in Denmark – co-organiser of study tour for high ranking civil servants from

the Ministry of Local Government, Cabinet Secretary, Local Government Finance Commission and Local Governments

- 2004: Tanzania: Support to the consultancy team on comparison of the systems of decentralisation and local government reforms in Uganda, Tanzania and Kenya – the Tanzanian Study, field study and interviews.
- 1998: Russia. Participated in EU-Tacis Programme on Capacity Building in the Field of Public Administration in the Republic of Karelia, Russia (delivered of a number of lectures) in cooperation with Local Government Denmark.
- 1999: Swaziland: Lead a research assignment on social issues, including HIV/Aids for the association of social advisers in Denmark with field-work and data collection in Swaziland.
- 1998: Russia. Participated in the support within the social area to the City of Sct. Petersburg, Russia (delivered of a number of lectures) – funded by Danida.

Lone Wienberg has published a number of books and pamphlets on:

- Working environment and risks for civil servants,
- Civil servants' conditions
- Pension schemes for public officials
- Handling of conflicts and conflict resolution

12. **Phone and e-mail:** Mobile (+45) 28 92 04 09,

13. **Address:** Rigersgade 9 A 2. TV, 1316 Copenhagen K

E-mail: [wienberglone@gmail.com](mailto:wienberglone@gmail.com)

14. **Contact:** Steffensen Consult. Vesterrøn 19, 5700 Svendborg, phone + 45 60 21 44 43, [js@steffensenconsult.dk](mailto:js@steffensenconsult.dk) or the e-mail below:  
[wienberglone@gmail.com](mailto:wienberglone@gmail.com)