

Skjonnulf Thorvald Stangnes

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Professional Summary:

I have been in the ICC system, now «21st Century Profits 4U», since 2009 and am now a part of THI as an Independent Contractor with Bright Star Call Center. My partner Kjell Moe and I have constantly worked towards common goals within these protocols. I have gotten a good education within the system, and have had a very good assistance and support from Gary Holmes in Bright Star Call Center. I knew the ICC protocols well, and now am educated in 21st Century Profits 4U, and THI 2016 Business Model protocols.

Earlier in my life I have been leader for about 16 years in personnel management and operations management, with budget, fiscal and personnel responsibility. I have worked in arenas where I provided service to our people, thus service management, is very important.

Skills:

1. Management:

- Goal formulation
- Problem solving
- Communication creating interaction between people

2. Analyzing companies and management philosophy:

Firms' behaviors: the coalition process, transformation process, Organizational behavioral process, The management processes

- Old management philosophy
- New management philosophy.
- Change process.
- Reward systems and what makes people happy at work where development, participation, authority and responsibilities are important factors in the work.
- Vision.
- Qualitative changes requires learning.
- Training of employees.
- Setting clear goals through good goal formulation.
- Cultural understanding.

3. Economy:

- Budget
- Fiscal

4. Knowledge and learning organization.

5. Give responsibility, delegate, listen and understand, and receives and evaluates proposals from others.

6. I am capable in building teams of people who complement each other in operating, customization and development.

7. A good product or service sells itself when the item covers customers needs.

8. *Important and good learning:*

Coach in soccer, age particular classes.

(features self played active soccer at age particular classes and senior level in many years) and learned a lot about being:

Team player

Interaction

You do not win alone.

Friendship.

Work History:

2009 to PRESENT: Actively involved in the Internet Catalogue Club, now 21st Century Profits 4U and the THI 2016 BUSINESS MODEL.

2004 – 2009 Retired and freelancer.

1983 – 2004 I was the second leader at a section by the Bronnoysundregisters for seven years, and primary leader for fourteen years with the same section.

1982 - 1983 Executive officer at the central administration in Aafjord municipality.

1981 - 1982 Municipality treasurer, leader, in Kaafjord municipality.

1980 - 1981 Case worker in the employment service in Bronnoysund employment services.

1975 - 1978 Case worker at the the municipal cashier in Bronnoy municipality.

1975 - 1975 Clerk at the the municipal treasurer in Bodo municipality.

I've also had various temporary jobs before and after the military and on school holidays and between leaving school and a permanent job. I started at age 15 as a guard at the gas station on weekends, otherwise I have also been working in coal mines at Spitsbergen, a deckhand on boat, a formwork carpenter, and an operator of smelters that produced silicon. I have also been a shop assistant selling clothing.

I know the environment and culture of hardworking people and I look up to people who think and work the same way. That has been a mainstay of community building.

I also learned the academic environment and culture through my education and I have worked within those various sectors as a functioning leader.

I have met many people in different working environments from around my homeland but also internationally and this has been very educational and has provided important lessons that sets the

bar high for my honor and integrity.

Education:

1992 -1993: University College North-Trøndelag, Steinkjer, (Now: North University Norway)
One year decentralized Continuing education in administration and management.

1978 - 1980 Administration and Management. Agder Regional College (now the University of Agder, Norway)

1973 - 1974 Line of accounting and economics at Oesttun high school, Bronnoysund

1972 - 1973 Line of office subjects at Oesttun high school, Bronnoysund

1971 Military

1969 - 1970 2nd year at Theoretical line. Folkehogskole (a folk high school) in Vefsn, Nordland

1968 - 1969 1th year at Theoretical line. Folkehogskole (a folk high school) in Vefsn, Nordland

I have also reviewed the following courses that are important to my education:

Course in Strategic Management at Civil Economics Department at the University College in Nordland, Bodø (now North University Norway).

Courses in Educational Guidance at Nesna Teacher Training College (now North University Norway)

Mentors:

In my early years in ICC Estelle Thresher was a very good helper and mentor. She was always available.

Besides Estelle I have a another good mentor and this is Gary Douglas Holmes. He has been there for me all the time since 2009 when I started in ICC the system. He has always responded to my inquiries and explained in a good and nice way. He has been an indispensable mentor.

I am available to provide you the same care and support that these mentors have provided to me.