

Fredrik Andershed

CEO | Chairman | Board Member | Executive Advisor

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EXECUTIVE PROFILE

Senior executive, chairman and board member with more than 30 years of experience leading companies through growth, transformation, acquisitions and international expansion. Combines current operational leadership with extensive board experience across five European markets. Particularly relevant for companies facing a step-change in scale, ownership, organisation or business model. Experience spans entrepreneurial growth companies and large international groups including Capgemini and Hexagon, with a track record of scaling organisations, integrating acquisitions, improving performance and professionalising operations.

Target roles	Chairman Board Member CEO Advisory Executive Advisory
Geography	Sweden Nordics Selected international assignments

SELECTED ACHIEVEMENTS

- Scaled Team EXACT from approximately 50 employees to around 200 consultants across 7 countries through a combination of organic growth, acquisitions and international expansion.
- Played an active operational role in acquisitions, integration and the transformation of Team EXACT as the group expanded internationally.
- Delivered turnaround and significant performance improvements within Leica Geosystems / Hexagon Sweden through a renewed go-to-market model, organisational restructuring and 100+ cross-functional improvements.

CORE EXPERTISE

- Corporate governance and chairmanship
- Profitable growth and commercial strategy
- M&A and integration
- International expansion
- AI strategy and digital transformation
- Investment readiness, scale-up and investor preparation

SELECTED BOARD EXPERIENCE

Chairman of the Board Partega AB Sweden	2024-Present
• Swedish construction and project delivery company with approx. 55 employees and annual revenue of around SEK 200m. • Focus on strategy, profitable growth, governance, organisational development and leadership succession.	
Chairman of the Board Exact Geo Survey AS Norway	2013-2022
Chairman of the Board EXACT AIP-Mittaus Oy Finland	2014-2022
Board Member Team EXACT Sweden	2016-2022
Board Member Exact Control System Czech Republic	2015-2022
Board Member EXACT Geomark AS Estonia	2015-2022

BOARD AND OWNER ADVISORY

Senior Advisor to the Board Svensk Beläggningstjänst AB Sweden	2022-Present
• Advisory support on strategy, growth, organisation and board/management development.	
Senior Advisor / Business Coach Monetax AB Sweden	2023-Present
• Strategy, investment readiness, growth and support to board and management.	

EXECUTIVE EXPERIENCE

Chief Executive Officer (part-time executive assignment) Deligate Sweden	2025-Present
• Current part-time CEO assignment with responsibility for strategy, international expansion, commercial growth, financing, organisation, AI strategy and board reporting.	
Interim Senior Management Leica Geosystems, part of Hexagon Sweden	2023-2025
• Led transformation of the Swedish organisation through a renewed go-to-market strategy and organisational restructuring. • Delivered 100+ cross-functional improvements across sites and business areas, contributing to significant turnaround and performance improvement.	
Founder Executive Advisor Board Advisor Andershed Stil AB Sweden	2022-Present
• Advising owners, boards and executive teams on strategy, growth, M&A, AI adoption, organisational development, international expansion and interim executive leadership. • Assignments include CEO advisory, board advisory, investment readiness and scale-up support.	
Senior Business Development Executive Vici Capital AB Sweden	2022-2026
• Worked with capital raising, growth initiatives, transactions and board support in an investment environment.	
Group CEO Team EXACT Sweden / International	2014-2022
• Scaled the organisation from approximately 50 employees to around 200 consultants across 7 countries. • Combined strong organic growth with acquisitions and international expansion. • Actively involved in acquisitions, integration and the operational transformation of the group.	
Group CEO Mätcenter Group MCG Sweden	2012-2013
CEO Svenska Mätcenter AB Sweden	2011-2012
CEO Control System Svenska Mätcenter AB Sweden / Stockholm	2009-2011
Business Area Manager Telecom / Client Executive Telecom EDB Business Partner Sverige AB Sweden	2006-2009
• Commercial and client leadership in a large Nordic IT-services environment.	
Leadership roles Capgemini Sweden	1998-2004
• Data Centre Manager / Offshore Responsible, Bid Manager, Project Manager and Consulting Manager. • Earlier leadership experience in a large international professional-services environment.	

EDUCATION, CERTIFICATIONS AND LANGUAGES

- Business Development, Blekinge Institute of Technology, 2006
- Certified Investment Readiness Instructor
- Certified board member, Styrelseakademin
- Selected recent AI education: Generative AI Leadership & Strategy; Trustworthy Generative AI
- Languages: Swedish (native), English (full professional proficiency)

ADDITIONAL CURRENT ADVISORY ROLES

Additional assignments include Senior Advisor / Ambassador at Edsvärd, Business Coach at Inkubera and partner/instructor work within investment readiness. Further detail and full chronology are available on LinkedIn and at andershed.se/styrelseprofil.