



## Mette Holmgaard Management and employee development

Mette has more than 20 years' experience of developing managers and employees in private and public companies and organisations.

Mette can be booked for lectures, management sparring, HR-related tasks, job satisfaction interviews and management development.

The company is located in Aalborg and has an extensive client portfolio in North Jutland, although Mette is also available for jobs throughout Denmark.

## CHALLENGES WHICH METTE HELPS CLIENTS TO OVERCOME

I help both small and medium-sized businesses. The challenges I most commonly provide help with can be categorised as follows:

**Communication:** We tend to expect others to understand messages in the same way as we do. However, we do not always get the reaction we had expected; such communication issues can occur in a team or between managers and their subordinates.

**Working together:** Misunderstandings between employees are often the root cause of problems related to how we work together. We are prone to assuming that the other members of the team think like we do. During a busy working day, it is easy to forget to include your colleagues in important tasks and decision-making processes.

**Employee:** Employees expect a lot these days – both of themselves, but also of the workplace. Tasks must be meaningful, and employees want to have a say in how these tasks are to be solved, whilst at the same time placing an emphasis on achieving a good work-life balance. But what happens if these requirements cannot be reconciled? At worst, it can lead to fear of failure, stress and ultimately absenteeism due to illness.

*” DO MORE OF WHAT  
MAKES YOU HAPPY ”*

## PEACE OF MIND WHEN HIRING METTE AS A CONSULTANT

My expertise is based on the following:

- MA in Learning and Innovative Change
- Accredited Board Education
- Certified trainer in Play Your Talent
- Certified in GAIS job satisfaction measurement
- Certified in PeopleTools profiles
- Diploma in Supervision
- Diploma in Process Consultancy
- Diploma in Neuropsychology and Neuro-pedagogy

## METTE'S TOP TALENTS THAT COME INTO PLAY

I am motivated by helping and developing other people. I am quick to spot others' development potential and can easily motivate them in the right direction. I am good at recognising the needs of others and being able to put myself in their situation. I am charismatic and have a good sense of humour that endows me with a quick-witted and lively manner.