



heckmann

Vibeke Heckmann – Career

I am primarily a practitioner and I love to watch people grow. It always turns out that most people can do much more than they think. It is about revealing hidden sides and talents while also releasing the full potential that resides within all of us.

In 2002, I established the consultancy business, heckmann aps. My aim was, and still is, to make a difference that is visible in terms of a company's bottom line and image, while at the same time improving employees' work satisfaction. The concept wellbeing informs all of heckmann's meetings with employer as well as employee. My core competence is the relationship between company and employee; matching the right people with the right companies, and generating the best possible frameworks that allow new possibilities, relations and initiatives to surface. I offer Management and Team Development, sales training, personal coaching and counselling, recruitment and career advice – and I frame relational generating activities such as new and different networks and customer events with the whole world as my source of inspiration.

To me it is never a question of whether or not something is good enough. It must always be satisfactory! Regardless of which project you ask me to take on. Be it in the world of business, culture, art or sports, heckmann have completed projects with all of them.

In 2014, I founded nots by heckmann. It is a raw, unisex bracelet, designed and produced in Denmark, and it is the manifestation of everything I work with. Sports people get a medal when they win. Others get a bonus when they provide great results. And some reward themselves by buying a nice coat or the handbag they've dreamed of for so long. But what do you give to someone who has pulled through a difficult challenge or a crisis, or someone who has completed an incredible development process? This is where nots enter the picture.

From December 1999 until the establishment of heckmann aps in 2002, I worked for the consultancy company, Cultivator A/S. I was a partner and my work areas included strategic counselling, consultancy projects as well

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as coaching within HR. The aim was to enable customers to see new possibilities and ensuring that business and HR strategies followed the same path. We focused on bringing energy to the companies as well as profits. Simultaneously, I was driving force in terms of developing seminars on culture and management, the attractive business, the integration of refugees and immigrants as well as the attractive human being.

From 1994 to 1999, I worked in Danish Management Forum (currently Centre for Management), and in 1996 I became head of the Association Department and thus responsible for the cultivation and recruitment of members. The following year, I was appointed Vice Director responsible for networking activities within Human Resources East of the Great Belt. Simultaneously, I took part in management development programmes both nationally and abroad, and throughout the years I was authorised to use various test and evaluation tools, including MBTI (Myers-Briggs Type Indicator), which is an ingenious dialogue-based tool for personal development, as well as BTB and Master.

From 1984-1994, I worked as a traffic assistant; management secretary; secretarial secretary; head of office, responsible for the personnel department; and head of personnel development. During my time there, the company grew from 80 to 500 employees. I was responsible for the entire Human Resource department – both administration and development. The company's name was Copenhagen Air Services and it was situated in Copenhagen Airport.