
Management and Team Development

Work Relations

We offer Team Development for management groups, personnel groups, departments and entire companies. Team Development can make a difference to all relations within a work environment.

Team Development can be used for:

- Generating and implanting visions, goals and values
- Defining goals and intermediate aims in relation to business strategies
- Improving and developing collaborations both within and outside the team
- Securing optimal collaborations from the outset in new teams
- Creating a free space that generates new energy

Take Action

How are your company's business strategies implemented? Team Development can be used to create, understand, accept and not least secure the implementation of business strategies through determined plans of action.

'Soft Values'

Team Development greatly helps generate knowledge about how you affect each other as well as your expectations and demands in relation to co-workers, who you are as people, and your relations to others.

Everyday Work Situation

We always begin with a pre-analysis, where we determine what characterizes the team and its relations in terms of work. We also find out where the company is heading. Then we adjust methods and exercises. This means that the activities and subjects discussed will relate to issues that concern you. Our cases are closely related to everyday work situations, and you can go straight back to work and use the tools and acknowledgements you have obtained.

Written feedback and plan of action

We provide written feedback complete with conclusion and draft for a plan of action.

Time and Place

We provide the framework suitable to your company. Team Development can comprise a few hours at your company's location, a whole day, or a longer process; whatever matches your aim. It can be anywhere from Copenhagen Zoo, to VEGA, a seaside hotel, or a more traditional conference centre.

If you wish to find out more about Team Development please contact us and we will set up a meeting. We also readily provide references.

I look forward to hearing from you,
Vibeke Heckmann

'On request, I hereby submit my recommendation of heckmann aps, provider of varying consultancy assignments.

During latter years, I have used heckmann aps in relation to recruitment, personal coaching and as facilitator in connection with a larger organisational process of change.

I would particularly like to highlight the help I received in connection with a big project where I, in a former position, had to secure the complete turn-around of an entire organisation's culture. The project ran for approx. one year and the change to the way employee came to view customers as well as cross-organisational collaborations were shockingly positive, to put it mildly. Thus a negative downward spiral with dwindling trade and profits were turned into greatly increased trade (periodically double-up) and a positive bottom line. The fact that the personal involvement and wellbeing of employees also improved greatly, speaks for itself.

I am of the opinion that heckmann aps made a very positive difference, not least by way of the consultants' professional approach. Their understanding of each individual employee and their direct responses to wrong behaviour helped the process of change immensely.

What characterises all the assignments is the unusually vivid engagement that we have been met with through all our challenges.

heckmann aps have always delivered and I can warmly recommend their services when action is needed. I am happy to elaborate on my recommendations if needed.'

Mads V. Olesen, CEO at STRÖMMA Denmark A/S