



Gitte Hegelund

Consultancy and Coaching experience

"In today's leadership it's vitally necessary to combine the hard-core business skills with an authentic personality that can create a clear vision and specific goals and guide and engage people toward this". This is what Gitte strives to accomplish both in her own role as a business manager and when she helps business leaders to get to their optimum leadership level. Gitte has 20 years of experience in management and leadership and through these years she has distilled what elements of a leadership style that can make you successful even when some of the other elements are missing and what elements that will most likely cause you to fail no matter what. As consultant Gitte is often being brought in to either help get a failed project back on track or to help organisational change projects with activities to establish an effective start-up of and to keep momentum during the project. Based on her experiences with change projects Gitte has created a manuscript for establishing and running successful change projects to support this work. In coaching Gitte is able to sort through all the words and stories and discern what is really important to get to the next step. With this and with her inquisitive questions she helps her clients dig deeper for the underlying causes of issues and non-productive behaviours. When this is clear it's been quite easy for the clients to figure out which changes were needed and which actions they needed to take to improve their leadership style. Recently Gitte has designed a Leadership education program for IT leaders where she is also the head instructor, coached a deputy CEO to increase his time management and leadership skills before his coming promotion to CEO, designed and rolled out Change Management procedures in an IT company and coached six top leaders in a Nordic company to increase their awareness of the leadership style that worked best within their teams

Line management experience

Gitte is the founder and managing director of Workpartners a Coaching and Consultancy company and works in association with SWAN Consulting. Workpartners was founded in 2001 and employs besides herself also an IT consultant. Before this Gitte functioned as CEO of an IT consultancy company. Many of her previous permanent employments have been top project management with a combination of regular line management duties and project tasks.

Background

Gitte's original education is around IT project management and leadership in general. She has taken several courses in strategic planning and business economics and has studied human behaviour and psychological patterns for more than 30 years. Over the time Gitte has accomplished coaching educations in the area of team coaching, CTI Life coaching and she is a certified executive coach from Texas Christian University in US. In 2002 she was the conference chair for the 2nd European ICF Coaching Conference in Spain and 2003 – 2004 she was the President of NCF (Nordic Coach Federation) which is now the Nordic branch of ICF (Inter-national Coach Federation).