



METTE KAASFELDT BRAM, b. 1964

**Facilitator of Learning, HR Consultant
and Organisational Psychologist (M.Sc.)**

CONTACT INFORMATION

- mb@trainingconsult.dk
- +45 4096 3624 (direct)

EXPERIENCE

Executive Director/founder

At [Training Consult](#)

December 1992 - Present

- Project management/development, staff & managerial training, course director, counsellor, lecturer.

Psychologist

Prescriba Aps, March 2012 - present

Consultant

Quick Care A/S, January-March 2012

Educational Materials Developer

At Institute of Coaching, Harvard Medical School, McLean Hospital, September - December 2011

- Virtual Learning Tours on Leadership, Health/Wellness, Positive Psychology and Executive Coaching.

Senior Consultant

At NFA, National Research Centre for the Working Environment (TTA-project, Roskilde Municipality)

March 2010 - September 2011

- Organisational development, education/training, supervision and individual coaching.

Reference: Mrs. Karin Collins, Project Manager, tel.: + 45 4631 6618, e-mail: karinc@roskilde.dk

Managing Director/partner

At Bram & Sander I/S

August 2006 - December 2012

- Organisational management/development, education/training, tests, surveys, coaching.

Consultant

At the Danish State Centre for Quality and Competency Development (SCKK), 2001-2002

- Lecturer, developer of competency evaluation tools, counsellor at State Institutions.

Project Officer

At the Danish Centre for Quality Assurance and Evaluation of Higher Education, 1994-1996

- Development and implementation of procedures for quantitative and qualitative evaluation.

 EDUCATION

University of Copenhagen

- Master (M.Sc.) of Psychology, 2003-2009
- In-service courses, Educational Psychology, 2001-2002
- B.A. of Communication and Psychology (cand.phil.), 1993-1998

Copenhagen Business School

- Cross cultural communication. A one year intercultural training course, 1995

University of Aarhus

- Nordic Communication and Gender Studies, 1992-1993

University of Southern Denmark

- Minor (exam. art.) Nordic Languages and Literature, 1990-1992

 SPECIALIST TRAINING IN WORK & ORGANISATIONAL PSYCHOLOGY

The Institute for Systemic and Family Constellation ([ISFO](#))

- Master Training Organisational Constellations, May 2014 – March 2015

The Danish Association of Professional Psychologists

- Fearless Consulting – what is that? v./Vibe Strøier, January 2012
- Supervision of Other Professionals, [Schilling CTS](#), May 2011
- New Stress Phenomena and Changes in Work-life Balance, The Meaning of Work and a Spacious Labour Market, Nadja Prætorius & Malene Friis-Andersen, Sep/Oct 2010

The National Research Centre for the Working Environment (NFA)

- Promoting Return To Work (RTW) and Occupational Rehabilitation, 3 weeks course, March 2010

 LANGUAGE SKILLS/CEF-LEVELS

English	French	German	Danish	Norwegian	Swedish
C1-C2	A2-B1	B1-B2	C1	C2	C2

 MEMBERSHIP OF PROFESSIONAL BODIES/HONORARY OFFICES

2002 - Present Member of the Danish Association of Professional Psychologists

- The Society for Organizational Psychology
- The Specialist Society for Supervision
- The Society for Evidence-based Coaching

1999 - Present Member of the Trainers Pool, Council of Europe (DYS)

1999 - Present Member of Danish Association of Mediators

1998 - Present Member of IPSA (Izglītība Pilsoniskai Sabiedrībai, Education for a Civic Society, Latvia)

1997 - 2002 Member of the Danish Association of Masters and PhDs (Magisterforeningen)

1995 - 1996 Member of the Danish Parliamentarian Committee for Europe

1994 - 1995 Board member and member of International Relations Committee, the National Youth Council (DUF).

1992 - 1996 Head of International Relations Committee, the National Students Council (DSF).

1991 - 1992 Governor at the Board, University of Southern Denmark (Odense).

OTHER CERTIFICATION

- 1999 Diving certificate, PADI Open Water
 1997 Parachute certificate, Q-faldskærmscenter

EXAMPLES OF ASSIGNMENTS

Workshops on Mindfulness at Work, Mind Games and ongoing training courses in Assertiveness Training since 2005, Nov 2013-present, Staff Training for the HR-Division of the Council of Europe.

EFIL Study Session on Sexual Orientation in Exchange, EYCB, February 2014, External trainer.

Mentoring in Non-formal Intercultural Education, Dec 2011, Workshop for the CoE Trainers Pool at the Directorate of Democratic Citizenship and Participation, the Council of Europe.

Personal Resilience, Sep-Nov 2011, Staff Training for the HR-Division of the Council of Europe.

Mindfulness-based Stress Reduction, June-Dec 2011, Feb-Mar 2012, Staff Training at WHO Collaborating Centre for Drug Policy and Pharmacy Practice Development, [Pharmakon](#).

Managing stress and work life, Apr. 2010-Sep. 2011. 13 X 4-6-week courses at TTA, Roskilde Municipality, Denmark.

Mindfulness in coaching, Sep. 2010. Seminar for participants undergoing coaching-certification at a Masters level, [Copenhagen Coaching Center](#).

Using coaching on the job, May 2006. Seminars for Danish Association of Business Language Graduates.

Course Director, May-June 2003. Training managers in advocacy/assertiveness for Minority Rights Group International.

Course Director, 2001. Teambuilding Activities for the management team, the Danish Tax Authorities.

TC Organisational Management incl. workshops on coaching for managers, Sep. 1999. EYC Strasbourg under the first Partnership Agreement between the Council of Europe and the European Commission.

Head of Educational Teams, 1994-2000, designing non-formal educational programmes and running training courses (training for trainers) for numerous NGO's in the Baltic states, primarily Latvia, about NGO Management, supported by the Danish Ministry for Foreign Affairs and the British Council. Eg:

"Leadership skills for the new century: Coaching", Feb. 2000. NGO leadership training programme, Latvia.

Course Director and fundraiser, 1993-1998 at International Conferences at the Universities of Aarhus, Lund, Bergen, Trondheim, Oslo (Denmark, Sweden and Norway), primarily leading workshops on Communication, Assertiveness Training and Transactional Analysis.

SPECIALTIES

Non-formal Education. Bridging Work & Organizational Psychology with Evidence-based and Clinical Knowledge. Staff Training. Job design. Stress Prevention/Management. Difficult Dialogues and Interviews. Mentoring. Coaching, Supervision and Reflective Processes. Assertive Communication. Mediation and Conflict Management. Organizational Management and Change. Intercultural Learning (ICL). Team-Building and Group Dynamics. Participant-Centred and Experiential Learning. Project Management. Return to Work Processes. Planning of Educational Programmes. Testing. Experienced Interviewer, Analyzer and Evaluator.

REFERENCES

Please refer to the following individuals for the reputation and documentation of services rendered by Mette Bram:

Council of Europe

Staff training activities (personal resilience, assertiveness) and evaluation of these

- Mrs. Renée Moritz, Equal Opportunities Officer, The Human Resources Department
Tel.: +33 3 88 41 30 53, e-mail: Renee.Moritz@coe.int

Development and evaluation of intercultural learning activities

- Mr. Rui Gomes, Head of Education and Training Unit, The European Youth Centre, Budapest
Tel.: +36 1 438 10 30, e-mail: Rui.Gomes@coe.int

Development and execution of staff training activities and evaluation of these

- Mr. Patrick Penninckx, Executive Secretary, the Pompidou Group
Tel.: + 33 3 88 41 29 87, e-mail: Patrick.Penninckx@coe.int

Nordic Council of Ministers (NMR) (www.norden.org)

Staff coaching and development of stress prevention training

- Mrs. Charlotte Aalling, Senior Adviser, Human Resources Department
Tel.: +45 33 96 02 50 (direct), e-mail: caa@norden.org

Roskilde Municipality

Counselling, teaching, administration and supervision of staff

- Karin Collins, Head of the TTA-team
Tel.: +45 46 31 66 18 (direct), e-mail: karinc@roskilde.dk

Pharmakon (WHO Collaborating Centre for Drug Policy and Pharmacy Practice Development)

Staff training

Mr. Regnar Mandsbjerg, Development Consultant, e-mail: RM@pharmakon.dk

The Danish Association of the Hard of Hearing (www.hoeforeningen.dk/english)

Staff training and individual coaching (stress, work priorities, organizational change)

- Mrs. Pia Mikkelsen, General Manager, tel.: +45 3675 4200, e-mail: pm@hoeforeningen.dk

AFS Interkultur (www.afs.org)

Individual executive coaching and staff training

- Ms. Annelise Bech, Partner Director, tel.: +45 3832 2309, e-mail: annelise.bech@afs.org

Regional Centre for Business Education (CELF) (www.celf.dk)

Staff and managerial training with a focus on competency development

- Mr. Soeren Antonius, Head of Quality Development, tel.: +45 54 888 940, e-mail: sa@celf.dk
- Mrs. Charlotte Maegaard Kristiansen, Head of Market Division
Tel.: +45 30 555 909, e-mail: chkr@celf.dk

Eriksen Translations Inc. (www.eriksen.com)

Translation Scandinavian Languages-English and IT

- [Mrs. Vigdis Eriksen, President & CEO](#)
Tel.: +1 718 802 9010, e-mail: vigdis.eriksen@eriksen.com

OTHER CLIENTS**European Commission****Portuguese Ministry of Foreign Affairs****Danish Ministry of Foreign Affairs****Danish Ministry of Social Affairs****University of Gothenburg, Sweden****University of Bergen, Norway****University of Iceland****University of Copenhagen, Denmark****University of Aarhus, Denmark****International Federation of the Red Cross and Red Crescent Societies****Minority Rights Group International (MRG)** (<http://www.minorityrights.org>)**ESIB – National Unions of Students in Europe** (<http://www.esib.org>)**AISEC International** (<http://www.aiesec.org>)**The Danish State Centre for Quality and Competency Development (SCKK).****Centre for Quality Assurance and Evaluation of Higher Education** (Evalueringstinstitutet)**Copenhagen Coaching Centre****International Institute of Research (IIR Denmark)****The Danish Architecture Centre (DAC)** (<http://english.dac.dk>)**Danish Postal Services (Post Danmark)****Cross Border Communication (CBC)** (<http://www.cbc.dk>)**Michelsen & Rud Consulting****Danish Association of Lawyers and Economists****Danish Union of Teachers****Danish Association of Business Language Graduates****National School of Social Work, Copenhagen****MAY, Maltese Association of Youth Workers****Danish Union of Youth Club Leaders & Workers****The National Volunteer Centre, Denmark** (Center for Frivilligt Socialt Arbejde)**Copenhagen Business School (CBS)** (http://www.cbs.dk/cbs_international)**Copenhagen County****7 different local Danish authorities (municipalities)**