

ANNA KATHARINA NIELSEN BURKHARDT

TEAM DEVELOPMENT & LEARNING PARTNER

Kongens Lyngby | +45 50 20 79 99 | Anna.katharina@live.dk | LinkedIn

PROFESSIONAL SUMMARY

Learning and facilitation professional with international People & Organisation experience at Novo Nordisk and Vestas. Brings workshop design, needs assessment and individual coaching, plus earlier team building instruction. CBS educated, with ATD training and health coaching. Fluent in Danish, German and English.

SELECTED FACILITATION EVIDENCE

5 countries in a global Train the Trainer programme | **10+ HR workshops** with senior leaders. Designed and facilitated workshops within learning initiatives reaching approximately **700 participants**.

CORE COMPETENCIES

Workshop design and facilitation | Needs assessment | Group dialogue | Individual coaching
Leadership alignment | Cross cultural collaboration | Cross functional teamwork | Team building
Learning content development | Train the Trainer | Participant feedback | Stakeholder partnership

PROFESSIONAL EXPERIENCE

Project Manager, Training & People Development

Novo Nordisk | Denmark | 2023 to February 2026

- **Workshop design and facilitation:** Designed and facilitated international workshops, translating development priorities into practical learning experiences.
- **Needs assessment and evaluation:** Worked with leaders and People & Organisation colleagues to identify capability needs, develop learning activities and use participant feedback to improve delivery.
- **International learning delivery:** Enabled local learning delivery across **5 countries** by leading a global Train the Trainer programme and aligning international stakeholders.
- **Shared ways of working:** Co led an L&D project management framework designed for approximately **30 project managers**, creating a common structure for planning and delivery.

Project Manager

Vestas | Portugal | 2021 to 2023

- **Leadership facilitation:** Led **10+ HR workshops** involving approximately **5 to 7 senior leaders**, translating development priorities into agreed actions and practical plans.
- **Cross functional collaboration:** Led engineering project meetings, bringing technical specialists together to clarify requirements, align perspectives and agree responsibilities and next steps.
- **Communication and implementation:** Developed communication plans across HR and technical projects, clarifying shared priorities, responsibilities and implementation activities.

Founder, Workshop Facilitator & Coach

Energy Experiment | 2025 to present | Part time

- **Group facilitation:** Design and deliver online and in person workshops using guided reflection, practical exercises and action planning, including **2 online workshops for Nordic Female Founders**.
- **Individual coaching and learning design:** Translate clients' goals and challenges into tailored guidance and action plans. Develop workbooks and digital resources on wellbeing, behaviour change and sustainable performance.

PROFESSIONAL EXPERIENCE CONTINUED

Consultant

Silent Events ApS | Denmark | 2023 | Project assignment

- **Needs assessment and workshop design:** Translated client and participant needs into tailored workshop concepts, clear session objectives and practical activities.
- **Group dialogue:** Facilitated group discussions and reflection, creating space for different perspectives, encouraging participation and exploring shared challenges.
- **Shared goals and delivery:** Brought client stakeholders together to clarify priorities and workshop objectives, translating discussions into practical plans and follow up.

Events & Project Coordination

Ingeniørforeningen IDA | Denmark | 2019 to 2021 | Part time

- **Programme delivery:** Coordinated professional events and conferences, participant communication and CRM activities, translating requirements into schedules and practical delivery.
- **Cross functional collaboration:** Worked across HR, legal advisory, events and conference functions, maintaining clear stakeholder communication and follow up.

EARLIER TEAM EXPERIENCE

Team Building Instructor | Copenhagen Paintball Arena

Guided groups through shared team building activities, gaining practical experience of group communication, participation and cooperation.

Soldier | Danish Army

Developed a practical understanding of team management, clear roles, mutual responsibility and communication under pressure through military training.

Team Lead | 180 Degrees Consulting

Led a student consulting team through client dialogue, analysis and practical organisational recommendations.

EDUCATION

MSc Business, Language & Culture, Business & Development Studies

Copenhagen Business School | 2021

BSc Business, Language & Culture

Copenhagen Business School | 2019

CERTIFICATIONS AND PROFESSIONAL DEVELOPMENT

Adult Learning & Development | Association for Talent Development

Health & Wellbeing Coaching Certificate

Mental Health Promotion from Theory to Practice | University of Copenhagen | 2026

Managing Happiness | Harvard University | Online course

The Science of Well Being | Yale University | Online course

PRINCE2 Foundation | 2021

TOOLS AND LANGUAGES

Tools: PowerPoint, Excel, Word and learning management systems.

Languages: Danish and German, native | English, fluent.

AS A COLLEAGUE

Curious, warm and structured. Enjoys connecting people, creating space for dialogue and turning ideas into practical action. Internationally minded, with experience living and working across cultures. Outside work: yoga, pottery and trying new hobbies.