



Thomsen, Margit Helle

## Personal information:

Name: Thomsen, Margit Helle

Age: 52 years, born in 1952

Civil status: Married

Children: how many + age: 2 adults (26, 25) and 1 living at home (16, handicapped).

Education: what and until when: Educated social scientist and cultural geographer in the beginning of the eighties (after former university studies - and jobs from the beginning of the seventies).

Specialism in education: Diversity Management, labour market development, societal and cultural integration and marginalization, qualification structures - and demands.

Work experience before entrepreneurship: Various work experiences from the social sector, from the adult educational sector, from the state administration and political system as an official in the danish Labour Market Service System, from Research and Development as a researcher in Roskilde University and the Danish Technological Institute a.o.

Personal role model concerning entrepreneurship: No, but looking back it would have been a great support to know various types of entrepreneurial role models with different kinds of strategies and praxis.

Member of a network of (female) entrepreneurs: Not directly, but member of various networks concerning the key services of my firm. A broad network is gold.

## About the Enterprise:

Name of the enterprise (s): mhtconsult

Product(s) or service(s): A consultancy - planning, implementing and managing larger research,- development - and evaluation projects for mostly public authorities as ministries, local communities, trade unions, business organizations a.o.

Regional, national or international market: Both regional, national and international market.

Website(s): www.mhtconsult.dk

Legal status of business: Private limited company.

Number of employees: For the time being we are: 2 permanent employed consultants, 1(2) project employed consultants, 1 (2) student, 1 administrative manager (my husband, also owner) and 1 managing director (myself).

## Personal Characteristics:

- creative
- independent
- self-confident
- not afraid of taking risks
- /-a good business manager
- goal oriented
- a person with a big drive
- a good networker
- a good people manager
- a patient person
- service minded
- a real challenger
- passionate
- other characteristics .....

I think that entrepreneurship demands it all, but I would add: a strong competence profile as for Your key services/products, since competitive competence is crucial for survival.

**Motives and conditions for career/entrepreneurship, to mention for example :**

As a former consultant I used to work in a very independent manner. So, after some years building up a broad customers network for my institute - and growing older - I became very motivated for trying on my own - working for myself. My first step was to be business partner in a large international firm. But right before signing the partner contract, I decided to go single and establish my own firm - realizing that this was my most authentic dream of entrepreneurship - the "small family business". So, I just jumped into the "entrepreneurial water" without any preparations of being quite on my own.

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**Absolute failures/faults during entrepreneurship**

**'Don'ts'**

If the volume of orders begins to surpass Your own capacity - think very carefully about Your needs and possibilities. You face a choice of either employing or using Your network as a "buffer". If You choose to employ, be very careful to clarify what kind of competence You need. Don't build Your hiring alone on a "good feeling" or "good contact". Be very hard-headed in Your considerations. It is very hard to give the sack for the person, for other employees - and for Yourself.

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**Success factors:** Never to "sleep" on a new task, but always be prepared to create new orders.

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**'Do's/ best advices':**To be both self confident and humble about Your own knowledge and competence - and prepared to develop Yourself personally and professionally all the time.

To know Your market well and adjust Your knowledge over time ("have a finger in the earth and hear the grass grow" in Your field).

To have close advisers whom You trust in a current dialogue about Your ideas as well as Your fears.

**Special questions for mentors:**

Did you follow a coaching/mentoring course? Yes, partly, from the Danish advisory-system then.

What do you want to achieve by mentoring a (starting) entrepreneur? First of all to clarify the motives as well as the motivation and potentials for being an entrepreneur.

Did/do you have a mentor/coach yourself? No, not directly. But since we have a family firm, my and my husband spend a major time of discussing all kinds of issues about the present and the future of Our firm.

What do you have to offer as a mentor? Many reflections on my own experiences as an entrepreneur. The analysis as well as the feelings.

Which obstacles did you overcome in your career and how, with whom?

I believe I conquered and consolidated my part of this market, and in the process I went beyond more of my own borders. I used to think that I - like so many women all over Europe and the rest of the world - was brought up in the "nice girls school". But I learned that my ambitions go far beyond that school and give me the strength to be firm about my own goals.

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Thank you  
Thomsen, Margit Helle