



Sonja Kokoschka
Profil M Project Partner

☎ +49 2196 7068-0

☎ +49 177 4483191

✉ Projektpartner@Profil-M.de

Languages

German, English

www.profil-m.de

PROFIL

I put my heart and mind into everything I do

Supporting individuals and organizations in change and developing leadership skills has been my passion for more than 20 years. I have experience as a head of Human Resources/Change Management in various corporations as well as consulting experience in different industries.

It is important to me to work with customers in a trusting and effective manner, not to lose sight of the feasibility of conceptual ideas and solutions, and to provide meaning.

My customers and cooperation partners describe me as clear, reliable, and a competent partner on an equal footing. I work in an analytical and structured manner, am goal-oriented and yet open to processes, and show a great deal of empathy for individual or organizational challenges.

Setting personal or organizational matters in motion, removing obstacles, providing impetus, and leveraging potential are my motivation every day.

My expertise for you

- Design and introduction of processes and tools for strategic personnel development (talent management, performance management, alternative career models, feedback tools, etc.)
- Assessment of potential and evaluation methods up to the top management level
- Design and delivery of leadership development programs
- Consulting and process support in change management and team development processes

Special skills

- M.A. in Social Anthropology and Political Science
- More than 20 years of consulting experience in leadership development and change management
- More than 10 years of leadership experience as head of department and division manager in different corporations
- Additional training: Postgraduate studies in Business Administration, Systemic Consulting, and Coaching (isb Wiesloch), Organizational Development (Trigon Development Consultants, Vienna)
- MBTI, Facet5, EOS Career Guidance certification

Selected customers

Profil M projects:

- ALTANA AG
- Bayer AG
- Bosch
- Deloitte
- ERNI International AG
- Helaba
- Knipex KG
- TÜVIT
- REWE Group

Projects from my freelance consulting work:

- ARAG
- Coca-Cola Deutschland
- Commerzbank
- Deutsche Telekom
- ifp Köln
- Syspo excellence
- TÜV Rheinland
- as well as numerous coaching and career guidance sessions