

CONSULTANT PROFILE

SONJA KOKOSCHKA



"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.



Sonja Kokoschka

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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
- Language skills: German, English

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