



Sandra Sester



HR CONSULTING & AGILE COACHING

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Rochusstrasse 25, 40479 Düsseldorf

German, English
All Industries
All Countries

QUALIFICATIONS

- 2020** Automation Strategist certification, *Bots & People*
- 2018** Agile Business Coaching certification *ISM GmbH Cologne*
DIN 33430 certification
- 2014** Business Psychology (M.Sc.) *University of Mannheim / Columbia University New York*
- 2012** Psychology (B.Sc.) *University of Innsbruck / University of Bielefeld*

EXPERIENCE

- seit 2020** Freelance Consultant
- seit 2018** Freelance Agile Coach
- seit 2016** Lecturer *ISM GmbH Cologne*
- 2018 - 2020** Project Leader *ConMendo GmbH*
- 2015 - 2018** Consultant *Kienbaum GmbH*
- 2015** Consultant *Managerberater GbR*

WHAT IS SUCCESS?

Success means understanding each situation's and each client's unique problem and finding the best-fit solution in the team that leads to optimum results and creates new perspectives. Sustainable progress depends on the people involved appreciating the benefits of organizational and individual change.

HOW DO I DIFFER FROM MY FELLOW CONSULTANTS?

Human, efficient, stable, insightful, diplomatic – this is my vision of consulting and my standard for my services. Personal, digital, and consistent.

Services

MANAGEMENT CONSULTING

As a consultant, project professional, and interim manager, I assist my clients in overcoming their entrepreneurial challenges and design custom strategies and implementation plans for them.

In my work, I emphasize holistic and outcomes-oriented approaches.

I possess experience in remote project management (digital management).

HR TRANSFORMATION

Core Competences:

- Impartial analysis and judgment
- Effective teamwork and implementation skills
- Commitment to results



HR MANAGEMENT

Core Competences:

- Keen observation and judgment
- Organizational skill
- Creativity
- Precise communication



BUSINESS COACHING

As a coach, I guide my clients through their professional development with targeted support and help them understand their strengths and abilities for lasting success, irrespective of their industry or level of hierarchy.

In my work, I apply my activating, resource-driven, and digital as well as agile mind-set to my client's issues and their progress on the ground.

CAREER AND LIFE COACHING

Core Competences:

- Empathy and adaptation
- Conversational skill and clear-eyed differentiation
- Holistic thinking
- Engagement
- Confidentiality



Carve-Out/Post Merger Integration, Manufacturing, DAX-30

- Developing and implementing a transformation concept, change and retention management support to re-establish organizational stability
- Transitioning and aligning structures, roles, processes, and systems

Product, Service, and Process Catalogue in an SSC, Automotive, DAX-30

- Redesign, rollout, and embedding to simplify and streamline of the service catalogue across all domestic sites
- Defining relevant indicators and consolidating custom dashboards for specific target groups

Projects covering the entire employee lifecycle with a special view to competence and talent management

- Managing recruitment and selection processes
- Designing diagnostic instruments, including models of competence, assessment exercises, interviews, tests etc.
- Conducting international diagnostic procedures across all management levels
- Providing on-boarding and continued support for talents (development strategies)
- Developing and implementing diverse training and workshop projects, including e-learning, 360° feedback, digital leadership, culture and motivation
- Designing and implementing succession, exit management and retention programs

Organizational Learning

- Designing an in-house academy and training internal coaches
- Supporting organizational change with coaching assistance (stress, anxiety, uncertainty, barriers to leadership and necessary decisions etc.)
- Providing new placement support

Individual Learning

- Developing the competences of employees and executives, including leadership concepts, digital work and leadership, crisis management, female founders
- Life coaching, including work-life balancing, self-organization, flexible working concepts
- Talent analysis, career planning, and application training

Selected References



Lars Putzer
CEO,
ConMendo GmbH

Sandra is an **open, confident, and competent professional**, who is genuinely appreciated by her clients and colleagues alike for her **reliability, versatility, expertise, and esprit de corps**. She responds with **flexibility and agility** to her client's needs without ever losing sight of the greater **commercial goals of her projects**.



Ivana Kurevija
Manager Talent & Impact,
PwC GmbH

Working with Sandra has always been a very worthwhile experience for me. She knows the **right questions** to ask and to **challenge established thinking** where it is due. The end result: even **better outcomes** for everybody involved. I would love to team up with her again in future.



Anja Elligen
Beraterin & Business Coach

Sandra's **calming, level-headed, professional, and always empathetic manner** makes her a very pleasant person to work with. Her substantial knowledge of **psychology and diagnostics** means that she would **enrich** any project team. For commercially focused projects, it is essential to have somebody like Sandra on board to contribute her **new perspectives**.



Meliha Muratagic
Psychologist,
Polizei Berlin

Sandra has a **sense of empathy** that few people could rival! She has amazingly **good instincts for different people and different circumstances**. In our training, she approached all problems with a sense for **structure** and an eye on the **solutions**. Working with her is an enjoyable experience.



Timo Judith
Head of Transformation,
PwC GmbH

Sandra stands for **expertise and strong conceptual skills covering the entire HR portfolio**. She would stand up for her project's goals and the work that needs to be done with her usual **confidence, reliability, and integrity**, irrespective of the **level of hierarchy** she is dealing with.



Katharina Reischenberger
Managing Director, Holistic
Management-Institut GmbH

As an **experienced business coach**, Sandra supports people in their development and change ambitions with **professionalism, competence, and above all personal sympathy**. **I thoroughly enjoyed and gained a lot from working with Sandra.**