

Sonja Kokoschka
Born in 1973

Consultant, coach, trainer,
HR interim manager



Short profile

46 years old, 20 years of management and consulting experience in operational and strategic personnel work, married with 3 children. University degree, numerous development measures in psychology & organisational development. Many demanding and exciting projects. Always interested in new challenges, changes, growth as well as professional and respectful cooperation.

Professional career

- Head of Human Capital Management (responsible for personnel and management development, change management, analyses of potential and Assessment Centres, education, training, HR Controlling, compensation & benefit) (telecommunications)
- Head of HR Consultancy (responsible for all strategic personnel issues) (international insurance group)
- HR Business Partner (international insurance group)
- Management Consultant (business consultancy)

Training & development

- Degree in cultural anthropology & political science (Heidelberg, London, Cologne)
- Postgraduate diploma in business management, FernUni Hagen [open university])
- Additional training: Systemic consulting & coaching (ISB Bernd Schmid Wiesloch)
- Additional training: Organisational development (Trigon Entwicklungsberatung, Vienna)
- Trained in mediation, communication (Schulz von Thun), career guidance (Hipp & Wengel, EOS), Talent Q (psychometric test procedure)
- MBTI licensed (Myers Briggs Type Indicator), EOS career guidance
- Languages: German, English

Areas of expertise

- Setup and development of personnel departments (development of personnel/HR strategies, realignment & optimisation of processes, consulting of managers & teams in the personnel/HR area)
- Conceptual design and introduction of processes and tools for leadership and strategic personnel development (talent management, performance management/employee performance reviews, development programmes, alternative career models, feedback tools, etc.)
- Assessment of potential & evaluation methods up to top management level
- Developing and implementing process optimisation systems
- Coaching of and career guidance for specialists and managers
- Consulting and process support in change management and team development processes

Industry focus

Telecommunications, insurance, management consultancies, services, automotive

Personal details & objectives

In my work as a consultant I draw on my wealth of experience. 20 years of experience as a leader, manager, consultant and coach, of which 10 years as a senior manager in various leading personnel/HR positions in medium-sized and international companies. I therefore did not only get to know different sectors, companies, HR departments and processes. For years, I also assumed responsibility for results in leading managerial positions. I therefore know the joy of being able to exert influence, initiate changes and make a difference. I am also aware of the pressures that such an influential position involves.

As a mother of three children I am familiar with the challenges of juggling a career and family responsibilities.

It is important to me to actively provide people and organisations with individual support in their development. My primary goal is to set things in motion in terms of individual or organisational matters, to release blockages, provide fresh impetus, support and take on the role of sparring partner. I pride myself in assuming responsibility for the consultation process. One of my strengths is my ability to develop solutions together with my counterpart in a clear, open and confident manner, while showing genuine interest in my counterpart, and to initiate helpful processes.

Nothing could be further from my mind than stagnation, both personally and professionally. Lifelong learning – being in the flow – is not just a phrase for me. In my role as coach and consultant I regularly take part in development measures and supervisions.