



Sandra Sester
Consulting & Coaching

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New York City, United States
Duesseldorf, Germany

German / English
All Industries / Countries
DIN 33430 certified

Sandra-Sester.com
Talent-Analyse.com

WHAT IS PROJECT SUCCESS FOR ME?

Success involves grasping unique challenges in each situation and for every client. It requires finding optimal solutions within the team, yielding optimal results and fresh perspectives. Sustainable progress relies on individuals appreciating the benefits of both 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.

EXPERIENCES

- since 2020** **Management Consultant**
(self-employed)
- since 2018** **Business Coach**
(self-employed)
- 2016 - 2021** **Lecturer in Business Psychology**
ISM GmbH (GER)
- 2018 - 2020** **Project Manager**
ConMendo GmbH (GER)
- 2015 - 2018** **Consultant**
Kienbaum Consultants
International GmbH (GER)
- 2015** **Consultant**
Managerberater GbR (GER)

QUALIFICATIONS

- 2023** **Wingwave Coaching certification**,
Besser-Siegmond-Institute GmbH (GER)
- 2022** **DIN 33430 certification**,
Facet5 certification,
German Psychologists Academy GmbH
- 2020** **Automation Strategist certification**,
Bots & People GmbH (GER)
- 2018** **Agile Business Coaching certification**,
ISM GmbH (GER)
- 2014** **Business Psychology (M.Sc.)**
University of Mannheim (GER) /
Columbia University New York City (USA)
- 2012** **Psychology (B.Sc.)**
University of Innsbruck (A) /
University of Bielefeld (GER)

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 outcome-oriented approaches.

TRANSFORMATION

MY CORE COMPETENCIES:

- Impartial analysis and judgement
- Effective teamwork
- Commitment to results

HR MANAGEMENT

MY CORE COMPETENCIES:

- Keen observation
- Organization and creativity
- Precise communication

BUSINESS COACHING

As a coach, I support clients in professional development, helping them understand their strengths for lasting success.

I apply an activating, resource-driven, and agile mindset to nurture progress.

MY CORE COMPETENCIES:

- Empathy and adaptation
- Sharp differentiation
- Holistic thinking
- Confidentiality

SELECTED PROJECTS

HR Transformation, Automotive, DAX-30

- Redesign **Target Operating Model**: strategy, vision, mission, roles, processes, compliance and qualifications
- Continuous **Change and Culture Management**

Post Merger Integration, Manufacture, DAX-30

- Developing/implementing a **transformation concept**, change and retention management
- **Transitioning/aligning structures**, roles, processes, systems for Merger

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

- Redesign, rollout, embedding to **simplify and streamline** of the service catalogue
- Defining relevant **performance indicators** and consolidating dashboards

Projects for several clients covering the entire employee lifecycle with a special focus on competence and talent management, mostly DAX-30 companies

- 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 **onboarding** and continued support for talents (development strategies)
- Developing and implementing diverse **training and workshop** projects, including e-learning, 360° feedback, digital leadership and motivation
- Designing and implementing **succession, exit management** and **retention** programs

Organizational Learning

- Designing an **in-house e-academy** and training of 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 **competences** of employees and executives, including **leadership concepts**, digital work and leadership, crisis management, female founders
- **Mental** coaching, including work-life balancing, self-organization, flexible work
- **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**.



Nico Bitzer
Founder & CEO,
Bots & People GmbH



Sandra is an **extremely competent consultant!** She displays an incredibly **high ability** to put herself in the **position of others**. We have worked together in several projects and her performance always **exceeded expectations** - through **very high-quality standards** as well as **creativity** in her approaches. Thank you, Sandra! I hope we will work together for many more years and projects.



Hannah Ciroth
Learning & Development,
PricewaterhouseCoopers 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.



Ivana Kurevija
People Experience Partner
Lead, Mölnlycke Health Care



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.



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.



Stefan Schütz
HR Director,
Audi AG



Thank you very much for your support within our Human Resources Project - **structured, analytical, goal orientated** - and with the right words at the right time - it's been **fun!!!**