



**Coach - Mentor - Trainer**  
**Leaders - Teams -**  
**Projects**

**In addition to being a fully qualified Executive Coach and HR Professional Sonia brings to her coaching 18 years extensive experience of the IT industry. Her strength comes from her working knowledge of managing multiple business and operational improvement projects across Europe.**

**At her best when:**

- Coaching and mentoring
- Enabling and supporting behavioural change
- Building and enhancing leadership skills
- Communicating and enabling change programmes
- Untapping and focusing natural talent
- Motivating and inspiring individuals and teams to succeed
- Building and developing relationships

**Some of the things you might like to know:**

- Held leadership role at the European level, on the client side of a worldwide complex project in 61 countries (31 in my region) to implement SAP, new expenses systems and outsourced HR support.
- She demonstrates a sensitivity and practical understanding of the unique challenges facing the commercial world today - from a global perspective down to an individual level enabling her to challenge the perceived limitations, identify hidden possibilities and coach to achieve positive results.
- Have led and participated in multiple projects aimed at cost saving through staff reductions and organisational re-organisation, including several complex moves to outsourcing.
- Fully qualified coach and experienced HR professional
- Recent coaching assignments have been with directors in the finance and IT industries.
- Much of my career was spent working on assignments spread over multiple countries, time zones with cultural sensitivity. 3 years spent working abroad in France and Germany.
- Fluent German speaker.