

Stefanie Zimmermann| Profile



What I spark

Change requires orientation and courage. In change and outplacement consulting, I support individuals and organizations in not only managing transitions but actively shaping them. Through a structured process and a clear forward-looking perspective, change becomes an opportunity to design new careers and align organizations for a sustainable future.

About me

I am motivated when people and organizations recognize opportunities during phases of change and transform them into orientation and energy for the next step.

My strength lies in making complex contexts clear and accessible, and in guiding both individual employees and teams through change with empathy and structure. With integrity and pragmatism, I create a reliable framework in which development can succeed and sustainable decisions become possible.

Education

- Otto GmbH & Co.KG: Apprenticeship as a Wholesale and Foreign Trade Specialist
- Leuphana University of Lüneburg: Diploma in Economics – Business and Social Sciences

Qualification & Certification

IneKo Institute at the University of Cologne:
Systemic Coaching & Change Management

Languages

- German (native)
- English (fluent)

Main Focus Areas

- Outplacement Consulting
- Transformation & Change
- Leadership & Collaboration
- Culture & Team Development
- HR & Sales Strategy

Expertise

- Solid coaching knowledge and extensive experience in change processes
- 15 years of leadership practice and in-depth know-how in personnel consulting and sales
- Expertise in strategic business development through Management Board membership

My Philosophy & Values

For over 15 years, I built and led nationwide sales and recruiting teams within a corporate environment. During this time, I experienced how crucial clarity, empathy, and execution strength are when it comes to guiding teams to peak performance and developing an effective culture.

Today, I draw on this expertise as a coach and consultant, supporting individuals and organizations in navigating professional transitions with confidence. I stand for authenticity, stability, and trust – helping to create orientation, make potential visible, and leverage strengths in ways that enable sustainable development.

I look forward to working with you!