



Dr. Sonja Diekmann

Organizational Development & Leadership

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www.bcc-enablement.org

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Profile

With a PhD in biotechnology and a background in regenerative medicine, I bring a scientific perspective to my work with people and organizations.

Scientific thinking has shaped the way I approach complex questions: observing carefully, distinguishing evidence from interpretation, questioning assumptions, testing ideas, and learning from their effects.

Today, I combine this scientific mindset with many years of experience in leadership, organizational development, operational excellence, and coaching.

I work at the intersection of human behavior and organizational systems – exploring what enables people and organizations to remain effective, adaptable, and capable of acting as conditions change.

Expertise

- Organizational Development
- Leadership
- Human Behavior
- Operational Excellence

Professional Experience

2019 - 2026 Founder, BCC Enablement GmbH

2018 - 2019 Strategic Coordination of Site Leadership Team, Roche Diagnostics GmbH

2017 - 2018 Change Coordinator Implementation of agile HR processes Germany, Roche Diagnostics GmbH

2014 - 2017 Head of Operational Excellence / Business Excellence, Roche Diagnostics GmbH

2011 - 2014 Program Lead Implementation of Business Processes, Roche Diagnostics, GmbH

2007 - 2011 Manager Fermentation Technical Development, Roche Diagnostics GmbH

2004 - 2007 PhD Student "Bioartificial liver support systems", Universität Leipzig

2004 - 2005 Research stay at MIT, Boston, Research fellowship Boehringer Ingelheim Foundation

2000 - 2004 Research Associate, SIAB, Leipzig

2000 - 2004 Process Engineering, Technische Universität Dresden (distance learning), TU Dresden

1996 - 2000 Biotechnology (Dipl. Ing.), University of Applied Sciences

Awards

- 2020: Best of Consulting – Auszeichnung der Handelswoche für Airbus Projekt: Wir gestalten uns neu. Kategorie: Organisationsentwicklung / Change.
- 2016: Individual Inspiration Award Roche Diagnostics GmbH.



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Education & Certifications

- Social Architect, Spiral Dynamics integral
- Organizational Psychology
- Neuroscience for Business, MIT Sloan Executive Education
- EDO (Effective Development of Organizations) Champion
- Business Coach & Mentaltrainerin
- LCP Leadership Circle Profile ® Coach
- Co-Active Coaching
- Transpersonal Coach
- Embodiment Coach
- Yoga Teacher
- TMS® Teamcoach
- Remotly Loop Teamcoach (Self-Organization)
- Product Owner (Scrum Alliance ®)
- Scrum Master (Scrum Alliance®)
- LeSS® Basics
- Lean Manager & Lean Six Sigma Black Belt

Publications

- Bedarfsgerechte Führung in eine agile Zusammenarbeit – Beispiele unter Berücksichtigung der Werteebenen (Spiral Dynamics). Wirtschaftspsychologie 2/22.
- Teamarbeit: Effektivität lässt sich planen. Sozialwirtschaft 01/22.
- Servant Leadership: Wer bin ich denn noch, wenn ich nicht mehr entscheiden darf? Wirtschaftspsychologie 02/21.
- The Future Code: Vom Loslassen in Zeiten der Unsicherheit – Transformation in der Anwendung 07/2020.
- Global Executives Events; Unleashing Operational Excellence: Roche Journey towards Excellence 12/2018.

Teaching & Lecturing

- Lecturer in Change Management & Business Coaching, iba University of Cooperative Education
- Speaker on Leadership & Change, Management Circle AG, Bosch, Accenture

Volunteer Work

- Schule im Aufbruch: Transformationsbegleitung
- Koordinatorin für Katastrophenhilfe „humedica e.V.“