



PERSONAL INTRODUCTION

Stephan has extensive experience leading complex change initiatives and large-scale transformation projects, including ERP rollouts, governance redesigns, and organizational development across multiple industries. Stephan's strengths find his passion for projects, humor, and leadership skills.

KEY STRENGTHS

Individualization | Achiever | Connectedness | Empathy | Restorative

INDUSTRY EXPERIENCE



IT implementation / managed services



Energy & Utilities



Audio, Music & Business Communication



Recycling & Disposal



Original Equipment Manufacturing

SELECTED PROJECT EXPERIENCE

>2024



Governance Redesign Conflict Mediation in IT Transformation

Energy Solutions Provider

- Mediation of conflicts between IT departments, design of unified IT governance framework.
- Consultation & coaching of the internal project leads regarding collaboration in the rivaling IT-departments

Project & Change Lead for a Company-wide ERP-Software Implementation

Waste Disposal and Recycling Company

>2023



- Led company-wide ERP implementation with integrated change management to secure the success of the entire by integrated stakeholder management and end-user buy-in.
- End-to-end project management, including steering of the IT implementation partner and internal project team, while driving change communication, stakeholder management, and the coordination of implementation, testing, and go-live phase.

2022

-2023



Standardization of Project Management Framework & Change Management

Global Manufacturer for Technical Ceramics Components

- Introduced unified PMI-based framework, built and managed a 360° change architecture and guided a Change Ambassador network, to enable an 80% efficiency gains throughout the entire organisation.
- Mediation between controlling department and project team to overcome conflicts, align requirements and ensure a common future direction

2022



Coordination of a Marketing System Transformation

Global Retailer for Pet Supplies & Accessories

- Facilitated decision processes, defined governance for marketing management system rollout and secured an international stakeholder management and consistent collaboration to understand the different market needs and integration in the product development.

2021

-2022



DAM System Implementation with Change Focus

Global Retailer for Pet Supplies & Accessories

- Managed implementation and organizational adoption of a European marketing DAM system.
- Enabled agile, iterative adjustment of change initiatives, ensuring timely alignment with shifting project requirements.

2017

-2021



Conceptualization & Execution of European Digital Marketing Transformation

Global Manufacturer of Musical Instruments & Audio Products

- Drove shift to digital-first campaigns across 12 countries, enabling sustainable cultural change and resistance throughout the different markets.
- Established data-driven decision-making culture by running pilot programs with Conflict mediation with regard to intercultural challenges between managers of the Italian, Scandinavian and Japanese markets
- Management of individual sub-projects, coaching of departments, creation of strategy and business cases at CxO level, sparring partner for internal projects

EDUCATION



Systemic Organisational Developer

isb Wiesloch



Certified Mediator

University of Potsdam



Project Management Professional

Project Management Institute



Scrum Master

Scrum.org



Diplom Business Administration

Harz University of Applied Sciences

PROFESSIONAL EXPERIENCE



Manager Digital Transformation & Projects

>2021 | 55BirchStreet GmbH



Head of Marketing Piano, Europe

2017-2021 | Yamaha Music Europa GmbH



Marketing Communications Manager, BizCom

2010-2017 | Sennheiser Electronics GmbH

For all positions, click here: [LinkedIn Profil](#)