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VP Strategy, Culture & Transformation, Airbus



Most teams don't have a strategy problem.

They have a truth problem.

The conversation that changes everything has not happened yet.

I create the space where leadership teams can say what truly matters. From that honesty come clarity, trust, and the ability to move forward together.

SANOPAZ

EXECUTIVE COACHING & ADVISORY

BACKGROUND

- 15+ years leadership in Aerospace & Transportation
- International teams, strategy, transformation and culture development
- Non-executive board member
- Strategy Advisor, 9EOI Certified
- Dipl.-Ing. Aerospace Engineering
- MA Positive Psychology and Coaching
- EMCC accredited Executive Coach
- Trilingual: EN, DE, FR

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"We came into the room as individuals, some knew each other, most did not. What emerged surprised me: a trust that holds. We could challenge each other without egos getting in the way. And suddenly the question was no longer "what is good for me", but "what is good for us". That showed up directly in our performance."

Senior Leader, international organisation

WHAT I DO

Offsite & Team Reset

We start with strategy, where do we want to go? Then we go deeper: what does this team need to truly carry that strategy? Strengths, values, trust, clarity on roles and ways of working, and the culture that carries the strategy forward. Days that create a shared language and a shared foundation, and the honesty that makes high performance possible.

Ongoing Team Development

Monthly team coaching sessions ensure that the agreements made during the offsite do not disappear in the day-to-day. Complemented by individual executive coaching for leaders who want to personally embody the new team culture. What emerges: a team culture that does not stay on paper, and a performance that holds over time.

WHO I WORK WITH

I work with leadership teams that are reshaping, realigning or coming together for the first time. Industry agnostic, because the human side of leadership never changes. At all levels of leadership.

"I have developed strategy and led teams responsible for delivering it, experiencing first-hand what happens when trust is missing. Not as an observer. As the person accountable. That experience is what I bring to my work with leadership teams today."

Let's have a conversation.