

Dr. Astrid Sandweg



Executive Coach · Sparring Partner for Senior Leaders · Transformation Facilitator

With 15 years of leadership experience in international technology companies and more than 15 years working as an executive coach and organizational development consultant, I support C-level executives, management teams, and their organizations through complex transformation processes.

I combine technical expertise, systemic perspective, and a clear, empathetic approach. My clients value my ability to quickly grasp dynamics, intervene effectively, and enable sustainable development.

Core Areas of Consulting

- Strategic alignment and repositioning of leadership teams
 - Cultural transformation, change facilitation & post-merger integration
 - Organizational and team development, especially in sensitive phases
 - Executive sparring and top-level coaching
 - Development of leadership principles, purpose, mission & vision
 - Work with international leadership teams, often in matrix organizations
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Professional Background (Selection)

- Executive coach & consultant for senior leaders in international corporations and mid-sized companies (since 2008)
 - Trainer & lecturer in organizational development & coaching (Steinbeis University, Universities of Stuttgart & Munich)
 - Leadership roles in international technology companies in development, sales, strategy & integration
 - Research & teaching at Helmut Schmidt University Hamburg
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Education and Qualifications

- Facilitation of organizational and team development processes
 - Support for cultural change processes (innovation, digitalization, agility)
 - Strategy development and implementation support
 - Executive coaching
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Personal

I love being active – running in nature, cycling, or practicing yoga gives me strength, balance, and often new perspectives.

My two adult sons and two grandchildren bring me great joy and serve as a constant reminder of what truly matters in life.

I'm fascinated by what moves people at their core – that's why I've spent many years exploring Eastern philosophy and holistic approaches that illuminate leadership and personal growth from a deeper perspective.