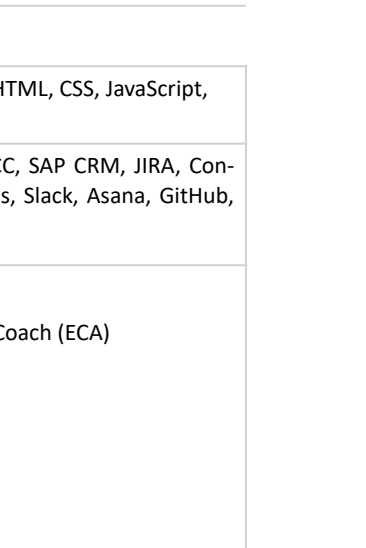
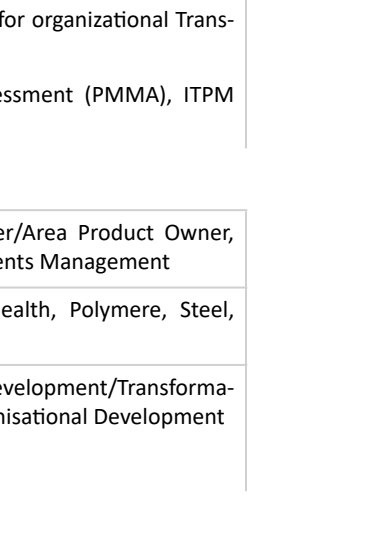


CV

As of: 2026

Personal Information			
Name	Nadja Obenaus		
Academic Title	Dipl.-Ing. (FH)		
Language skills	German (native), English (fluent), Spanish (B1), French (basic), Russian (basic)		
Consultant qualification	Senior Consultant, Agile Coach, Systemic Coach & Trainer, Digital & Agile Transformation		
IT-Knowledge			
Programing languages & web architecture	ABAP (Basics), Python (Basics), Computer Science, HTML, CSS, JavaScript, Progressive Web Apps		
Applications	S/4 HANA, Fiori, Hybris, Solution Manager, SAP ECC, SAP CRM, JIRA, Confluence, HP-Quality Center, ARIS Toolset, MS Teams, Slack, Asana, GitHub, React Native		
Methods & Certifications, badges	EU AI Act Essentials Agile Methods - Certified LeSS Practitioner & Agile Coach (ECA) Certified Scrum Master (CSM), Certified Scrum Product Owner (CSPO), Certified Systemic Coach & Trainer Tech Fundamentals - Digital Literacy Process- & Embodiment focused psychology (PEP) Lumina Spark - innovative psychometric Approach for organizational Transformation, PMI Project Management, Process Maturity Assessment (PMMA), ITPM (BMW Group)		
Technical qualifications			
Project Roles	Program- and Projectmanagement, Product Owner/Area Product Owner, Agile Coach, Scrum Master, Change- und Requirements Management		
Industries	Automotive, Utilities, Public Transport, Food & Health, Polymere, Steel, Logistics, Publishing, Smart City		
Business Processes	Logistics, Sales, CRM, HR/Onboarding, Personal Development/Transformation, eTicketing, Setup of IT-Backend Systems, Organisational Development		
Project Experience			

06-07/2026	Beiersdorf Mexiko & Hamburg, Mexiko City Role: Systemic coach & trainer Teamworkshop with 3 international teams to balance intercultural differences and find common ground.
11/2025-04/2026	HANSAFlex México Role: Legal Representative Project responsibility for the following: a) Opening a bank account, including powers of attorney b) Signing for and collecting license plates from the insurance company/ authority for at least two new vehicles c) Processing and finalizing the import license (Sectors 14, 15, and 11 – Textiles), including evaluating the current situation and engaging a new service provider or continuing the next step with the current service provider d) Audits or coordination with service providers e) Meetings with the client, lawyers, or authorities f) On-site presence at the company location
01-06/2025	Heidelberg Institute, Quéretaro, Mexiko Role: Coordinator of the Location in the city center; 10 Maestr@s teaching German to 250 estudiantes (nurses who will move to Germany) - and Stakeholders in Hamburg (Agency and hospitals)
06-11/2024	GIZ Mexiko, Mexiko City Role: Systemic coach & trainer Leadership Coaching Program incl. 2 team workshops as well as 2 individual coaching sessions per person in cooperation with Lumina Learning Mexiko.
03/2024 - today	ObenAus d-Coaching Systemic IT-Consulting and Coaching Smart City: Digital Transformation of Central Vocational Training - Wiener Netze GmbH, Vienna, Austria / hybrid Role: Personal- and team coaching for Digital Vocational Training Leadership • Coaching and workshop facilitation on digital collaboration
02/2024 - 08/2024	Smart Tech: Digital Agentur HARLAPP, Lüneburg, Germany / hybrid Role: Leadership and team coaching • Establish 21st century skills to foster a digital culture
05/2023 - today	KWB Hamburg Coaching & Mentoring Program, Hamburg / remote Role: Personal- and team coaching for mid-size companies
10/2021 - today	Smart Tech - Digital Transformation - VAMED, Vienna, Austria / remote Role: Personal- and Teamcoaching for apprentice office • Facilitating workshops around digital collaboration, effective meeting styles, agile workhacks etc. • Hybrid collaboration paths established via set-up of MS Teams collaboration platform • Facilitating workshops around digital collaboration, effective meeting styles, agile workhacks etc.
10/2019 - today	Smart City - Organizational Development, Kreis Stormarn, Bad Oldesloe, Germany / remote Role: Personal- and Teamcoach for leadership circle • Facilitating leadership development workshops around empathy, effective meeting styles, agile work hacks etc. • Individual coaching for executives

01/2022 - 09/2022	Smart Government - Org. Development, Gesellschaft für Struktur und Arbeitsmarktentwicklung mbH, Schwerin/Rostock, Germany & Remote Role: Agile Coach at Product Owner Level Common Funding - software development & redesign • Agile ways of working established • Product Owner Team in Planning, Refinement und Review accompanied and Feedback given • Retrospectives co-facilitated • Stakeholder Management supported • Impediment Handling professionalized
01/2022 - 05/2022	ObenAus d-Coaching Systemic IT-Consulting and Coaching Chemicals - Digital Transformation, Linde GmbH, Remote Role: Agile Coach to Digital Transformation Manager • Thinking Partner to Digital Transformation Team • Hackathon UK co-facilitated • Virtual coaching sessions via MS Teams to multiply Digital Creators, coaching digital teams & projects • Digital Creator/Explorer fast track concept co-created and Prototype implemented: one sheet, outline - ready to fly, multiple pathways and badges, to inspire explorers to become creators. • More Train the Trainer events hosted at globale scale, helps Explorers to become Digital Creators. • "Tech"-Digital Creator path designed • Synch-formats created for new, experienced colleagues • Digital Creators Program put in focus • Digital skills enhanced at team level
11/2021 - 12/2022	Global Health - Organizational Development, Danone, remote Role: Agile Coach for HR Teams • Thinking Partner to Data & Digital Team • Agile Basecamps co-facilitated
10/2021 - 10/2022	Automotive - Org.Development, MAN Truck & Bus GmbH, Munich, Stockholm Role: Agile Coach at CM4 Product Owner Team Level, Remote Common Plattformdevelopment • Agile ways of working established - team of teams • Product Owner Team - Planning, Refinement und Review co-facilitated incl. Feedback • Facilitating Retrospectives • Stakeholder Management • Impediment Handling

09/2021 - 01/2023

ObenAus d-Coaching

Systemic IT-Consulting and Coaching

Smart City - Organisational Development, Wiener Stadtwerke GmbH, Vienna

Role: Agile Coach for Internal Audit-team, Remote

- Hybrid collaboration paths established via set-up of MS Teams as Collaboration platform
- Team cohesion of interdisciplinary Teams strengthened, to reduce silo-thinking and build a common understanding - handbook in Wiki, use Kan-Ban Boards to visualize progress, biweekly cycles established incl. Weeklies, Planning & Review & Retrospective - events.
- Impulses regarding communication at eye-level provided, to prevent conflict and deescalate respectively - Personal coaching if needed
- Quarterly Teamworkshops co-facilitated
- Project-accompanied assessment of Agile Initiatives
- Procedures documented in explanatory video
- Leadershipcoaching

05/2019 - 12/2021

Public Transport, Organisational Development, Wiener Linien GmbH,

Vienna, Austria & Remote

Role: Agile Coach at the interface of IT and Business incl. Digital Transformation Office

- Interdisciplinary communities established and dialogue facilitated using state of the art technologies, to promote co-creation (Digital Community, Expert Group Digital Culture)
- Foster collaboration in interdisciplinary teams, to reduce silo-thinking and communicate at eye-level, to prevent conflicts and deescalate respectively
- Practicing the systemic approach and practical, agile methods, to create psychologically safe settings and sustainable change
- Workshops facilitated to practice liberating structures and simple work hacks, which may be used in day to day situations
- Harvesting of processual insights and deriving concrete actions
- Updating the common way of working and create adequate reactions with people affected
- Harmonizing of processes including systemic coaching in content discussions
- Supporting the creation of content through impulses regarding patterns and templates of similar projects

01/2019 – 05/2019

Publishing - Bauer Xcel Germany, Hamburg

Organisational Development,

Role: Agile Coach for IT and business teams incl. Global Business Partner

- Accompanying the cultural transformation by implementing of a learning culture
- Leadership-Coaching at C-Level
- Optimizing workflows and IT-Processes within a global setting
- Facilitating Strategy-, Development- and Targetprocesses, by defining the target area and OKRs
- Practice Agile methods while implementing minimally invasive workhacks to improve collaboration
- Establish methods to advance personal- and team development

01/2018 – 12/2018	IT Services & Logistics - Aequis M & BMW Mini Plant, Oxford, UK Project: Rollout STARD Standard SuMa in Plant Oxford Role: Agile Master • Transparency of Project timeline created • Adherence to core elements of common agile working model (e.g. Sprint Reviews, Retrospektiven) sicherstellen - according to One-calender • Coaching of project teams to self-organize, moderation and using work-hacks to effektiven collaborate • Identify impediments and ways of improvements with the team • Supporting the Product Owners with handling backlog items, preventing risks, establishing knowledge transfer • Protecting of project teams from being sidetracked throughout the sprint • Operative execution of methodical and administrative aspects in Team Foundation Server (Roles, Workflows, Planning) • Steering of information flow between Product Owner and teams
01/2018 – 12/2018	Role: Agile Coach - Rollout STARD Standard SuMa im Werk Oxford, UK • Putting the agile ITPM Framework into practice as well as the cooperationmodel with stakeholders • Continuous Improvement of agile processes within projects • Training of agile ways of working within the team (Business and IT) • Supporting the transformation of work packages (Business) into agile artefacts Role: Agile Coach in IT department FG-7-L-5 incl. leadership circle • Build Agile Coaching Team, Facilitating Retrospectives • Facilitate Teamworkshops based on Agile Health Checks and listing Impediments as well as next steps, coaching throughout the implementation within the team and with stakeholders • Status update for Agile Transformation Agent, Agile Master • Coaching of Business areas e.g. TR-O-5 and set up of agile tools Role: QAP - Rollout STARD Standard SuMa at plant Oxford • Supporting of quality assurance within the project
08/2017 – 12/2017	IT Services - Aequis Group, Hamburg, Germany & Remote Internal Project: Training of Agile Methods • Coaching App-Development Team in Design Thinking, AQ Poland • Facilitating How-to workshops - Scrum and visualisation
11/2016 - 07/2017	Materials - thyssenkrupp, Essen, Germany Project: Build-up of a project delivery organization Role: PMO, Scrum Master • Developing a holistic project mgmt. approach for international IT projects • Coaching project managers in applying new standards
04/2016 - 08/2016	FOOD - Rausch, Berlin, Germany Project: B2B Webshop to be attached to existing SAP System Role: SAP Logistics Consultant • Tickethandling using SAP Solution Manager • Supporting pre-/ sales activities • Facilitating requirement workshops and coaching of Key Users using the B2B Webshop attached to SAP-based Industry solution Food Sprint.

05/2014 - 03/2015	Public Transport - HanseCom GmbH, Hamburg, Germany Project: Internal Change Management Project building a SAP Demo system Role: Product Owner & Area Product Owner • Administrating the product backlog • Moderating daily scrum meetings • Conducting sprint review meetings with all stakeholders • Coaching team members in retrospectives
03/2014 - 04/2014	Public Transport - Hochbahn, Hamburg, Germany Project: Implementation of SAP Industry solution PT®nova including migration of legacy data from PT120 Role: Assistant to Project Manager, consultant • Planning and quality assurance throughout concept phase • Coordinating and moderating risk assessments
03/2013 - 02/2014	Public Transport - HanseCom GmbH, Hamburg, Germany Project: Internes Projekt zur Erweiterung von PT®nova hinsichtlich SEPA Role: Consultant, Scrum Product Owner/Team • Assimilating customer requirements regarding SEPA • Formulating user stories and product backlog grooming • Moderating refinement meetings and Sprint Reviews • Testing, quality assurance, and documentation of enhancements in PT®nova
02/2012 - 02/2013	Public Transport - Hochbahn, Hamburg, Germany Project: Implementation of SAP Industry solution PT®nova including migration of legacy data from PT120 Role: Sub-project manager, consultant • Moderating requirement workshops regarding contract management • Designing business processes and Customizing • User support in Test-phase • Manage change requests
01/2012 - 08/2012	Public Transport - Bremer Straßenbahn AG, Bremen, Germany Project: Implementation of SAP Industry solution PT®nova including migration of legacy data from PT120 Role: sub-project manager, consultant • Process consulting in contract management and analysis of accounting requirements • Training of key users • Ticket handling and compilation of specifications • Go-Live support
08/2011 - 04/2012	Public Transport - Linz Linien Ltd., Austria Project: Preliminary Measures to implementation of SAP Industry solution PT®nova including migration of legacy data from PT120 Role: Project manager, consultant • Moderating requirement workshops regarding contract management • Project planning • Managing external and internal team members

10/2009 - 12/2011	Public Transport - Hochbahn, Hamburg, Germany Project: eTicketing Pilot Project Role: Sub-project manager, consultant • Designing eTicketing processes in contract management with partner companies and suppliers • Coordinating the setup of B2B and B2C webshops • Training of key users • User support regarding customizing and change requests handling
11/2007 - 09/2009	Utilities - Siemens Austria & Enbridge Gas Distribution, Toronto, Canada Project: Implementation of SAP IS-U, CIS Replacement Project Role: IT-Consultant Data Migration Team • Reverse Data Mapping - Detailed follow up functional/technical team, clarification of requirements and design intent • Organizing and moderating employee training courses regarding Manual Data Conversion • Coordinating initial development of reports, training materials and timing estimates, work instructions • Managing activities through dress rehearsals and cutover
09/2006 - 10/2007	IT - Siemens IT Solutions and Services (CIO), Munich, Germany Project: Internal Project - Standardization of Process Management Role: Process Modeler • Planning and moderating of process modelling workshops • Documenting business processes using ARIS Toolset • Consulting business units regarding the integration of processes into the Siemens Process House • Facilitating project meetings and conference calls with participants from India, Greece and Switzerland • Coordinating Process Management Maturity Assessments and assimilation of a Process Portfolio Mapping