

## Contact

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www.linkedin.com/in/steilemann  
(LinkedIn)

www.steilemann.com (Company)

## Top Skills

Talent Management

Strategy

Organizational Development

## Languages

English (Native or Bilingual)

German (Full Professional)

Portuguese (Native or Bilingual)

## Certifications

The Emotion Code

## Honors-Awards

Innovative Entrepreneur Award

HR Leadership Award

Female Innovator

## Publications

The Unstoppable Woman's Guide To  
Emotional Well-Being

# Katia Steilemann

Expertin für Leichtigkeit | Expert for Lightness | International Keynote  
SPEAKER

## Summary

As a SPEAKER, I inspire audiences, raise their vibration and give them guidance on how to live with more lightness and connected to their intuition.

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As a COACH, I take my clients on a very personalised journey towards health and a more balanced life. A very unique concept and strategy based on Mind, Body and Space.

2015: Winner of Female Innovator Award (China - April)

2014: Speaker at EPWS (Shanghai - May) - Innovation and Entrepreneurism in China

2014: Winner of Innovative Entrepreneur prize for Grabling® at EcoDesign Fair Shanghai

2012: Speaker at Rotary Club of Shanghai (China - Feb) - Business meets Feng Shui

2011: Speaker at Asia HRD Congress (Malaysia - April)

2010: Speaker at Asia HR Summit (Hong Kong & Singapore)

2009: Speaker at World at Work Congress (Hong Kong)

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## Experience

Steilemann.com

SPEAKER and COACH

April 2019 - Present

Cologne Area, Germany

Studio Elyts

LIFE DESIGNER

August 2011 - March 2019 (7 years 8 months)

Cologne Area, Germany

I offer very unique services based on a 3-Dimensional approach where east meets west. I like to call them complementary therapies as they bring additional possibilities for you to solve your problems and find your core.

My clients are looking for solutions and a way to access their inner peace and personal identity. They seek to digest and let go of their emotional baggage and live a more conscious life.

## Bayer

### Global Talent Acquisition Expert

October 2016 - September 2018 (2 years)

Germany

As a member of the Global Talent Acquisition Team at Bayer I help identify business critical positions with low market availability. Providing meaningful workbench studies and market intelligence on talents (where to find them, how to compensate and what motivates them). I guide countries in the segmentation of their roles in order to increase speed, quality and cost of hirings.

## Grabling

### Inventor & Designer of award winning GRABLING - the new eco jewelry

August 2012 - January 2016 (3 years 6 months)

Hong Kong, Shanghai

Katia Steilemann is the inventor and designer of the innovative eco-jewelry called GRABLING®.

Made out of a new generation bio material that comes from corn - which is a renewable source; and non-toxic medical grade titanium beads - which are 100% recyclable.

Grabling is not just a product that brings fashionable and non-toxic accessories to women who care about their style and the environment, it is also a product with a cause. Part of all sales go to charities in China.

## Bayer HealthCare

4 years 2 months

### Senior Talent Manager Asia Pacific & Japan

March 2008 - July 2011 (3 years 5 months)

Hong Kong

- Identify regional specific leadership development and talent management needs, creating and implementing concrete initiatives (e.g. build up regional talent pool, regional trainee programs, development and training platforms, cross fertilization activities)
- Ensure alignment of regional talent management initiatives within Asia Pacific and global initiatives

- > Support succession planning/ talent pool management including the management of high potentials
- > Coordinate and drive talent review processes for the region, in synergy with global needs, assuring right interpretation and cross fertilization of talents
- > Develop and roll-out regional mentoring and coaching programs
- > Find new creative approaches to existing practices and find out talent management trends in the market
- > Share expertise in global Talent Management and Employer branding projects
- > Drive diversity programs for Asia and support global initiatives

#### Global HR Business Partner, BSP GD

June 2007 - February 2008 (9 months)

- > As a member of the Global Team, coach managers on HR strategic issues to support the business strategy and their leadership role
- > Ensure implementation and application of agreed HR policies and represent the needs of the business in HR community
- > Recruitment of senior managers for key positions, Talent identification and development
- > Worldwide Organizational Development throughout Schering and Bayer Healthcare merge
- > Coordinate Short Term Incentives and Merit Increases
- > Prepare salary calculations and compensation packages

#### Covestro (formerly Bayer Materialscience AG)

4 years 5 months

#### Global HR Business Partner

January 2006 - May 2007 (1 year 5 months)

Leverkusen, Germany

- > Implementation and support in Talent Conferences in Germany and Asia; Business operational and strategical HR support (compensation, recruitment, development)
- > Global bonus calculations (Short-Term incentive and Merit increase) for all expatriates, Inpatriates, country-speakers and Global Leadership Circle members

#### Regional HR Business Partner, Latin America

January 2003 - December 2005 (3 years)

- > Training and development; Compensation; Personnel cost analysis and forecast; Recruitment; Coordination of trainee programs; Headcount reporting;

coordination of target settings and bonus programs; evaluation of talent conferences outcomes; creation of competencies gap-analysis tool; fulfillment of ISO requirements for HR department; Alignment of BMS-HR actions to global and local strategies, missions and visions

Bayer S.A. do Brasil

Controller, rubber division, Latin America

January 1997 - December 2002 (6 years)

➤ Monthly analysis of primary and secondary cost, operative result, cash-flow, sales, account receivables and inventory turnover; Planning and Forecasting for KA; Preparation of presentations for head of the department; Coordination and control of automatic customized reports in internal systems; Intercompany reporting

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## Education

Berufsverband der Präventologen

Fachstudium, Prävention · (2018 - 2020)

Dr. Bradley Nelson

Certified Emotion Code Practitioner · (2015 - 2015)

Chief Master Koon Sifu

diploma, Fengshui (flying star methodology) · (2008 - 2011)

The Interior Design Academy

diploma, Professional Interior Design · (2009 - 2010)

Angela Spaxman

Coaching for Managers · (2008 - 2008)