



- International experience in transformation, culture and talent management
- Strong business acumen, leading to successful contribution to global strategies
- Excellent understanding of people and their cultural environment
- Expert in digitalisation and change, bringing innovative solutions
- Influential and trusted advisor to senior leadership
- Great team player with a sense of humour
- A passionate leader and coach

Competences

HR strategy
Company culture
Leadership development
Employer branding
Change enablement
Organizational development
HR transformation
Hands-on delivery
Employee engagement

Education

**HEC Paris / Oxford
University, Said Business
School**

2008 - 2009

Master (MSc.)
Organizational change
(Coaching & Consulting for
Change)

**Ecole Hôtelière de
Lausanne EHL** (Switzerland)
1989 - 1993

BSc in International
Hospitality Management

**Commercial high school of
Neuchâtel** (Switzerland)
1984 - 1988

Diploma

Languages

French - Mother tongue
English - Fluent written &
spoken
German - Business level

Professional experience

**Head of strategy & Innovation, People & Culture
HR Division Head, Medical & Administration**

Spitalzentrum Biel, Biel/Bienne, Switzerland (60%)

01/2023 - 03/2024

04/2021 - 12/2021

People & Culture specialist, Founder

People On Board LLC., Biel/Bienne, Switzerland

06/2017 - Present

- Advising organisations on employee development through corporate culture and the development of "people & culture" strategies.
- Design and implementation of leadership development programmes.
- Coaching and mentoring mandates

Head of People & Culture

Swiss Institute of Bioinformatics (SIB), Lausanne, Switzerland

05/2018 - 04/2019

Vice-President Human Resources

FRHI Hotels & Resorts, Regional Office, Zurich, Switzerland

Swissôtel Hotels & Resorts, Corporate Office, Zurich, Switzerland

07/2013 - 12/2016

11/2005 - 07/2013

- Defined and implemented an innovative, people focused strategy for the Swissôtel brand worldwide (30+ hotels, 8'000 team members)
- Pioneered various HR and training initiatives and leadership development programs, resulting in internally sourcing 30% of positions at all levels, contributing to the company's succession planning goals

Director of Human Resources & Training

Swissôtel Krasnye Holmy, Moscow, Russia (opening 07/2005)

Swissôtel The Howard, London, United Kingdom

12/2004 - 11/2005

10/2000 - 11/2004

Head of Administration, Delegation in Rwanda, Kigali

Head of Human Resources, Delegation in Afghanistan, Kabul

Administrator, Regional Delegation in Ivory Coast, Abidjan

International Committee of the Red Cross (ICRC)

11/1998 - 08/2000

08/1997 - 10/1998

07/1996 - 07/1997

Manager

André Botteron Transports, St-Martin (NE), Switzerland

11/1994 - 06/1996

Training & Qualifications

- Healthcare leadership", 8-weeks online course, Stanford University, School of medicine 09/2023
- Certificate: "Professional Communication: Business Writing and Storytelling", 6-weeks online course, The Economist 05/2022
- Talent sourcing certificate, The people Attraction Theory 09/2021
- Certified Thomas International PPA, HPTI and TEIQue assessments