

List of Partners for the ETH-Leadership Feedback Process (LFP)

As of 2023, the following experts and individuals act as LFP-Partners for the full professors and can be contacted in the process

Prof. em. Antonio **Togni**, antonio.togni@inorg.chem.ethz.ch

Antonio Togni, born in the Italian part of Switzerland (Misox), studied chemistry and obtained his Ph.D. at ETH Zürich. After a postdoctoral stay at the California Institute of Technology (1983-1984), he joined the Central Research Laboratories of the former Ciba-Geigy Ltd. in Basel. In 1992, he took a risky move, leaving industry and returning to his alma mater as a non-tenure-track assistant professor. This choice paid out and he became a full professor in 1999. This is also about the time when he started slowly moving away from his original main research interests in organometallic chemistry and asymmetric catalysis towards fluorine chemistry. Since January 2021, he is a happy retiree who quit research, but temporarily continues teaching. From 2016 until his retirement, he acted as the Vice Rector for the Doctorate at ETH. From 2012 to 2016 he also served as a member of the Research Council of the SNSF.

Prof. Viola **Vogel**, viola.vogel@hest.ethz.ch

Viola Vogel is a Professor of the Department of Health Sciences and Technology at the ETH Zürich, Switzerland. She is heading the Laboratory of Applied Mechanobiology. Trained as a Physicist at Frankfurt University and after completing her graduate research at the Max-Planck Institute for Biophysical Chemistry, she spent two years as postdoctoral fellow in the Department of Physics at the University of California Berkeley. As faculty member, she joined the Department of Bioengineering at the University of Washington/Seattle (1990) to start a Molecular Bioengineering Program, and moved there through the ranks to Full Professor. She was the Founding Director of the Center for Nanotechnology at the University of Washington (1997-2003) prior to her move to Switzerland in 2004, where she initially joined the Department of Materials and then joined the newly founded Department of Health Sciences and Technology (2012), which she chaired from 2018-2020. She is core faculty member of the Wyss Translational Center Zurich since 2015 and an Einstein Visiting Fellow, Berlin Institute of Health, Charité since 2017.

Her research was recognized by major honors and awards and she served on many scientific advisory boards around the world, as Rapporteur for the Max-Planck Society (Physical-Chemical Technical Division 2012-2013), as Jury Member for the Queen Elizabeth Prize for Engineering since 2014, on the World Economic Forum Global Agenda Council in Nanotechnology (2014-2016), on the Board of Regents of the Ludwig-Maximilians-Universität Munich (2011-19) and on the Board of Trustees, Gordon Research Conference Organization since 2018. She is Elected Member of the Leopoldina (2018), the Berlin-Brandenburg Academy of Sciences (2019), the National Academy of Engineering (2020), as well as the National Academy of Science (2021).

Prof. em. Sarah M. **Springman**, sarah.springman@igt.baug.ethz.ch

Sarah Springman has dared to lead from an early age. Her most noticeable early experience was in the Officer Training Corps at Cambridge University where she was commissioned in the Artillery Wing and latterly returned as Officer Commanding the Royal Engineers Wing. The growth in capacity and performance of the students during their studies impressed her greatly and this has been a theme through her career.

Through engineering appointments in the hills of Fiji, where she was exposed to leadership within multi-racial environments, she ran a small quality control lab while contributing to building an 85m earth and rockfill dam, and she also engaged in occasional military training with the Royal Fiji Military Forces and the Ghurkas and represented Fiji at the South Pacific Championships in squash. Subsequently, her career took her back to Cambridge where she led on creating the unique Language Programme for Engineers, and developed an academic and International sporting career that passed through individual elite international successes along both parallels onto working in and leading teams to achieve unexpected progress on many fronts. Her chapters at ETH have been well reported

Wahl LFP-Partner:innen

elsewhere, as has how she became and served as Rector for 7 years. She is now in a leadership role as Principal of St Hilda's College in Oxford.

Prof. Yves **Flückiger**, Yves.Flueckiger@unige.ch, **Rector, University of Geneva President, swissuniversities, Chair, LERU**

Yves Flückiger was born on 2 November 1955 and holds a degree in Economics and Sociology, as well as a doctorate in Political Economy from the University of Geneva. He has served as a research fellow at Harvard and Oxford, has been a visiting professor at the universities in Fribourg and Lausanne, and a senior lecturer at Australia's Deakin University. He joined the Faculty at the University of Geneva in 1992, directing the University Employment Observatory and the Leading House center of excellence in Education Economics. He has authored numerous books as well as more than 120 articles in international peer-reviewed journals.

His teaching at the University of Geneva focused on labor economics, industrial organization, and public finances. He has directed numerous projects supported by the Swiss National Science Foundation on themes related to migrations, wage discrimination, sexual segregation, new forms of employment, and child poverty. As head of the University Employment Observatory of the University of Geneva, he has also conducted multiple research mandates funded by public and private organizations. He was a member of the Competition Commission from 1996 to 2007, Vice-President of the same Commission from 2003 to 2007 and scientific advisor to the Swiss National Science Foundation from 1998 to 2008. From July 2007 to July 2015, he held the position of Vice-Rector of the University of Geneva in charge of finance, international relations, the strategic plan and the agreement of objectives concluded with the State Council.

Since 15 July 2015, he is the Rector of the University of Geneva. In February 2020, the plenary assembly of the swissuniversities elected Yves Flückiger, as President. He will hold this office from February 2020 to January 2023 in parallel with his activity as head of the University of Geneva. In May 2022, the Rectors of the League of European Research Universities (LERU) have elected Prof. Yves Flückiger as the new Chair of LERU.

Martin **Ghisletti**, martin.ghisletti@vppl.ethz.ch

Martin Ghisletti is from Chur/Switzerland and has a master's degree in business administration from the University of St. Gallen. After building a successful leadership career and holding various executive positions within HR for international companies such as Hewlett Packard and AXA, he was drawn to ETH and the possibilities for growth that he envisaged. In 2010 he began building up the ETH Career Center that now delivers invaluable digital and personal services to students, PhDs and post-docs, also connecting researchers to jobs and other opportunities in the industry. Since then, he has obtained an executive master's in leadership and change from INSEAD and has built up expertise in leadership and systemic team coaching. In 2016 he became the head of the leadership and development team where he could apply his wide range of knowledge, skills, and experience to shape the leadership programs, organizational culture and learning opportunities at ETH. For German Helmholtz Gemeinschaft-Gemeinschaft Martin was member (2017-2021) of the selection and evaluation committee "career development centers" and in 2020 member of the evaluation board "Impuls- und Vernetzungsfonds der Helmholtz-Gemeinschaft". In addition to his career, Martin is also a dedicated father, mountaineer and an active member of his community who thrives on supporting and encouraging others to achieve their best.

Dr. Olga **Pardo Escher**, olga.pardo@vppl.ethz.ch

Olga Pardo Escher, born in Baden/AG in 1965, with spanish roots, is a trained psychologist and organisational consultant. She studied psychology, business administration and english linguistics and obtained her PhD in applied psychology at the University of Zurich. After her Master's degree she joined ETH Zurich and worked as a research assistant at the Institute of Work Psychology where she conducted research projects in the area of computer-aided manufacturing systems in Swiss small and medium sized companies. In her research she developed work analysis tools for a joint design of

Wahl LFP-Partner:innen

work organization, skills development and technology. In her PhD - which she conducted partially parallel to her new position at ETH in the Personnel and Organizational Development Unit (POE) of HR, which she had joined in 1997 - she analyzed the developmental opportunities and career paths of industrial workers in the context of organizational restructuring.

After her PhD, in her role as coach, organizational consultant and trainer in POE, respectively in the staff unit Development and Leadership, she developed courses in research project management and career development for doctoral students and postdocs and facilitated numerous team building workshops and organizational development projects, mainly in research groups. During this time, she broadened her expertise with further training in systemic coaching and organizational consultancy and agile methods. At ETH, Olga has established the leadership program "Leadership for new faculty" for new assistant professors of ETH and has been involved in workstream 2 of the rETHink project which focuses on professorships. In addition to her part-time role at ETH, Olga is a lecturer for workshop facilitation at the University of Applied Sciences FHNW and serves as a group coach in a CAS on leadership and change.

Dr. Sara **van Leeuwen**, sara.vanleeuwen@sl.ethz.ch

Sara van Leeuwen is Dutch/Maltese and has a background in both science and consulting. During her doctoral studies at the Max Planck Institute for Neuroscience in Frankfurt am Main she investigated brain plasticity in adults using different non-invasive techniques, such as fMRI and EEG. Once she obtained her PhD, she turned to a career in consulting with a particular focus on cultural change processes in big international businesses and smaller companies. During this time, she gained expertise in coaching, assessment and development techniques that draw on existing knowledge and practices used in diverse fields and streams within psychology (E.g., sports psychology, behavioural psychology, positive psychology, mindfulness, and neuroscience). In 2021, she joined the office of the vice president for Personnel and Leadership Development where she is involved in a diverse set of projects related to strategy, culture, and development. She is endlessly interested in people and finds fulfilment in helping others to define their own personal development goals and achieve them.

Gian A. **Sondheimer**, Sondheimer Consulting, Sondheimer Consulting AG - Consulting, Coaching und Development, gian.sondheimer@sondheimer.ch

Gian A. Sondheimer studied in Zurich. He earned a Master's Degree in Sports & Physical Education II (ETH Zurich), a Master's Degree in Theology (University of Zurich) and studied Business Engineering at the ETH Zurich. Since 2002, he is a certified NewPlacement Coach, and since 2003 an active MBTI® and Insight MDI® practitioner. In addition to his education, he completed an Executive Human Resource Program at the Michigan University (Michigan, USA). He is currently attending the Executive Master program 'Consulting and Coaching for Change' at INSEAD (Paris, France).

After being a Senior Consultant at McKinsey&Company, Inc. for more than three years, he joined Adecco AG (Lee Hecht Harrison) in the area of Outplacement & Coaching. After 2 years he moved into a Group HR COO position at Credit Suisse. Subsequently, he joined Zurich Insurance, Inc. for 4 years. At the headquarters, he was responsible as Global Head HR Business Management for building up the global HR Business Model, as well as the global HR SAP system implementation.

After more than 8 years in HR Management, he decided to leave HR and join Credit Suisse again in 2009. This time he took over the leadership role of the Cash & Custody Competence Center within Operations, which he successfully restructured. From January 2012 until March 2013 he was heading the Global Transaction Banking unit, responsible for global Sales and Account Management of the Cash/Treasury & Custody/Brokerage services at Credit Suisse.

Gian A. Sondheimer loves working with people, motivates and develops, plays various instruments, pursues numerous sports, and has wide-ranging interests.

Susanne **Ruoff**, ruoffadvisory Susanne Ruoff de - Ruoff Advisory, susanne@ruoffadvisory.ch

Experienced CEO & Board of Director of national & international Boards

Born in Zürich living in Crans Montana for more than 25 years, studied Economy and made an MBA in telecommunication. Mother of 2 children. She is a business leader and CEO with over 30 years of

Wahl LFP-Partner:innen

experience in national and international businesses across a range of sectors including Logistics, Technology, Payments, and Telecommunications. with a strong track record driving results with business transformation and digitalization. She was CEO of Swiss Post/ PostFinance, Director of IBM Global Technology Services Switzerland for twenty years, CEO of British Telecom CH and Member of many Boards like Geberit SA, Bedag SA, etc. 2019 she founded her own company advising enterprises in transformation projects. She is coaching Executives and provides many workshops in different transformation topics. As well she is member of many Boards like CTT Correios in Portugal (logistics company) Eldora SA (gastronomy company), Createq (Software Company), Member of the Strategic Advisory Boards of EPFL and Member of the foundation explore-it (STEM in primary schools).