

# Past hot topics and guest speakers at our roundtables

Since 2017, we had the pleasure to welcome top speakers on exciting topics (newest at the top)

From Private to Public: The HR and Compensation Playbook for IPO Success	<ul style="list-style-type: none"> <li>• <b>Allison Pinkham:</b> CHRO at Galderma</li> <li>• <b>Monika Krüsi:</b> Board vice-chair and Nomination &amp; Compensation Committee at Accelleron</li> <li>• <b>Tripti Jha:</b> CHRO at Sandoz</li> <li>• <b>Urs Riedener:</b> Chair of the Human Capital &amp; ESG Committee at Sandoz</li> </ul>
Alignment of compensation with business strategy	<ul style="list-style-type: none"> <li>• <b>Hermann J. Stern:</b> Founder and owner of Obermatt AG</li> <li>• <b>Ines Pöschel:</b> Compensation committee member at Alcon</li> </ul>
Variable compensation: a driver for motivation or and unnecessary evil?	<ul style="list-style-type: none"> <li>• <b>Antoinette Weibel:</b> Prof. Dr. Public Management at HSG St. Gallen</li> <li>• <b>Patrick Wolf:</b> Head of HR at Migros Bank AG</li> <li>• <b>Sandra Roth:</b> Head of HR Strategy, Steering and Digitalization at SBB AG</li> <li>• <b>Raffaella Marzi:</b> Head of Corporate HR and Compliance Sika AG</li> </ul>
Achieving continuous high performance in sports and business	<ul style="list-style-type: none"> <li>• <b>Marco Chiudinelli:</b> Former professional Swiss tennis player on the ATP Tour and owner of Chidinelli Management &amp; Consulting</li> </ul>
The value of ESG in times of crises	<ul style="list-style-type: none"> <li>• <b>Alexander Wagner:</b> Professor of Finance at the University of Zurich and Swiss Finance Institute Senior Chair</li> <li>• <b>Jan Jenisch:</b> CEO of Holcim since 2017 and board member since 2021</li> </ul>
Blockchain technology in the context of compensation	<ul style="list-style-type: none"> <li>• <b>Luzius Meisser,</b> CEO of aktionariat, Board Member of various startups</li> <li>• <b>Daniel Leuthard,</b> Co-Founder and Managing Partner of Momentum</li> </ul>
Conflicting priorities between private economy and politics?	<ul style="list-style-type: none"> <li>• <b>Christoph Mäder:</b> Chair of economiesuisse, Board member of Baloise, EMS Chemie, Lonza</li> <li>• <b>Christoph Brutschin:</b> Head of the economic, social and environmental affairs of Canton BS</li> </ul>
Governance & compensation in the pandemic	<ul style="list-style-type: none"> <li>• <b>Riet Cadonau:</b> Board Chair &amp; CEO at dormakaba, Board Member at several companies</li> <li>• <b>Silvia Gatti and Marie Römer:</b> Analysts at Glass Lewis</li> </ul>
Unboss: our Story!	<ul style="list-style-type: none"> <li>• <b>Isabel Matthews:</b> Head of Global Talent Management at Novartis</li> <li>• <b>Philippe Waty:</b> Head of Compensation &amp; Benefits Novartis</li> </ul>
Sustainability	<ul style="list-style-type: none"> <li>• <b>Antoine de Saint-Affrique:</b> CEO at Barry Callebaut</li> <li>• <b>Justin Howell:</b> Senior Manager at Bill &amp; Melinda Gates Foundation, board member at Sika</li> </ul>
The trap of profit-based incentives	<ul style="list-style-type: none"> <li>• <b>Ernst Bärtschi:</b> Board Chair at Conzzeta</li> <li>• <b>Hermann Stern:</b> Managing Partner at Obermatt</li> </ul>
Gender diversity: tomorrow's requirement for success	<ul style="list-style-type: none"> <li>• <b>Sylvie Durrer:</b> Director at Federal Office for Gender Equality</li> <li>• <b>Nicole Burth:</b> CEO at Adecco Schweiz</li> </ul>
Corporate governance	<ul style="list-style-type: none"> <li>• <b>Vincent Kaufmann:</b> Director at Ethos</li> <li>• <b>Ines Pöschel:</b> Partner at Kellerhals Carrard, Board Member at several companies</li> </ul>