

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

As of 2024, the following experts and individuals act as LFP-Partners for the full professors participating in the LFP and can be contacted in the process:

- Prof. Klaus **Ensslin**, ensslin@phys.ethz.ch
- Prof. Astrid **Epiney**, astrid.epiney@unifr.ch
- Prof. Yves **Flückiger**, yves.flueckiger@unige.ch
- Martin **Ghisletti**, martin.ghisletti@vppl.ethz.ch
- Dr. Olga **Pardo Escher**, olga.pardo@vppl.ethz.ch
- Susanne **Ruoff**, susanne@ruoffadvisory.ch
- Gian A. **Sondheimer**, gian.sondheimer@sondheimer.ch
- Prof. em. Antonio **Togni**, antonio.togni@inorg.chem.ethz.ch
- Dr. Sara **van Leeuwen**, sara.vanleeuwen@sl.ethz.ch
- Prof. Viola **Vogel**, viola.vogel@hest.ethz.ch

Short Biographies

Prof. Klaus **Ensslin**, ensslin@phys.ethz.ch

Professor of Solid-State Physics, ETH Zurich

Klaus Ensslin is a professor in the physics department at ETH Zurich. He does experiments with solid state-based quantum devices to explore the potential of future quantum information processors and because he is curious. He studied physics in Munich, obtained his diploma from ETH Zurich, the Ph.D. from the Max-Planck Institute in Stuttgart, worked as a postdoc at the University of California in Santa Barbara and the University of Munich, and has been a professor at ETH Zurich since 1995. He served as a member of the research commission at ETH Zurich as well as the National Research Council of the SNSF. He was director of the NCCR “Quantum Science and Technology” (2011-2022) and led and participated in several committees internationally. He likes people and physics. His leadership philosophy is based on providing a supportive and appreciative environment for talented people striving for amazing results.

Prof. Astrid **Epiney**, astrid.epiney@unifr.ch

Professor of European and International Law, University of Fribourg

Astrid Epiney was born on 9 of July 1965 in Mainz (D). After her studies of Law in Mainz and Lausanne (with degrees in German and Swiss Law), she undertook postdoctoral studies in Florence (I). She holds a doctoral degree in International Law and a postdoctoral degree (« habilitation ») in European, International and Public Law (University of Mainz, D). She has served as a research fellow at the Institut de Hautes Etudes en Administration Publique, Lausanne, and joined the Faculty of Law of the University of Fribourg in 1994, directing the Institute for European Law. She has authored and edited numerous books as well as more than 400 articles in different (law) journals. Her teaching at the University of Fribourg focuses on European Law and bilateral relationship European Union – Switzerland. She has directed numerous projects supported by the Swiss National Science Foundation on themes related to migration, environmental law, discrimination law, bilateral treaties CH – EU and European Constitutional law. As head of the Institute of European Law, she has also conducted multiple research mandates funded by public and private organizations. She was a member of the Research Council of the Swiss National Science Foundation from 2002 to 2010 (and also vice-president of division IV). From 2007 to 2011, she held the position of Vice-Rector of the University of Fribourg and from 2012-2015, she presided the Swiss Science Council. From 2015 to 2024, she was the Rector of the University of Fribourg and served also as President of the Chamber of Universities (swissuniversities). Her activities were honored with the « Légion d’honneur » (F) and the Bundesverdienstkreuz (D).

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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 July 15, 2015, he has been Rector of the University of Geneva, a position he will leave at the end of March 2024. In February 2020, the swissuniversities plenary assembly elected Yves Flückiger as its president. He will hold this position from February 2020 to January 2023, in parallel with his work as head of the University of Geneva. In May 2022, the Rectors of the League of European Research Universities (LERU) elected Professor Yves Flückiger as President of the LERU, a position he held until July 2023. As of January 1, 2024, he is the new President of the Swiss Academies of Sciences.

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

Group Leader for Development and Leadership, ETH Zurich Vice-Presidency for Personnel Development and Leadership

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

Development and Leadership Group, ETH Zurich Vice-Presidency for Personnel Development and Leadership

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

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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 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.

Susanne **Ruoff**, www.ruoffadvisory.ch, susanne@ruoffadvisory.ch

Experienced CEO & Board of Directors of national & international Boards

She is a business leader and CEO with over 30 years of 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 coaches Executives and provides many workshops on different transformation topics. She is also a member of many Boards today like CTT Correios in Portugal/Spain (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).

Susanne was born in Zurich, but has been living in Crans Montana/ Suisse Romande for more than 26 years, studied economics, and has an MBA in telecommunication. She completed continuing training programs with INSEAD and IMD. Susanne is a mother of 2 "children".

Gian A. **Sondheimer**, www.sondheimer.ch, gian.sondheimer@sondheimer.ch

Founder & Owner of Sondheimer Consulting, Inc. & Altitude Leadership Partners

Gian A. Sondheimer grew up and 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 Discovery® practitioner. In addition to his education, he completed an Executive Human Resource Program at the Michigan University (Michigan, USA), an Executive Master program 'Consulting and Coaching for Change' at INSEAD (Paris, France), and a CAS in 'Board Efficiency' from the University of St. Gallen.

After being a 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 several 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 re-joined Credit Suisse 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.

Since 2013 he has successfully and internationally positioned Sondheimer Consulting in the areas of

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consulting, coaching and development (leadership, problem solving, communication and sales training).

Gian A. Sondheimer loves working with people, motivates and develops, plays various instruments, pursues numerous sports, has wide-ranging political and psychological interests, and travels less taken paths in nature with his 4x4 vehicle for several weeks per year.

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

Professor Emeritus for Organometallic Chemistry, ETH Zurich

Antonio Togni, born in the Italian part of Switzerland (Misox), studied chemistry and obtained his Ph.D. at ETH Zurich. 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.

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

Staff of Office, ETH Zurich Vice-Presidency for Personnel Development and Leadership

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 leadership and cultural change processes in big international businesses and smaller companies. During this time, she gained expertise in coaching executives and in 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 leadership development. She is endlessly interested in people and finds fulfillment in helping others to define their own personal development goals and achieve them.

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

Professor at the Department of Health Sciences and Technology, ETH Zurich

Viola Vogel is a Professor of the Department of Health Sciences and Technology at the ETH Zurich, 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 in Göttingen, she spent two years as a postdoctoral fellow in the Department of Physics at the University of California Berkeley. As a 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 a core faculty member of the Wyss Translational Center Zurich since 2015 and an Einstein Visiting Fellow at the Berlin Institute of Health at Charité since 2017.

Her research was recognized by major honours 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,

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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), the National Academy of Science (2021) and the UK Royal Academy of Engineering (2023).