



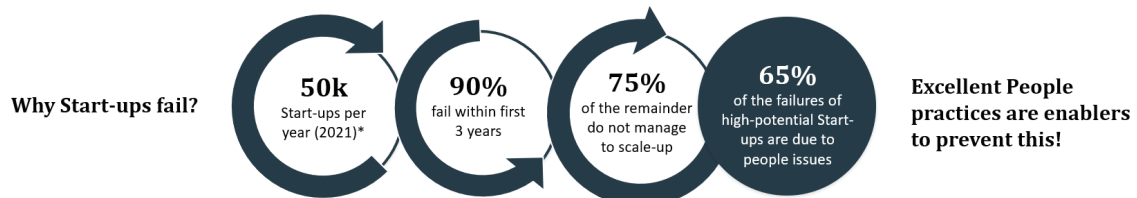
Your Trusted People Partner for
Life Sciences & Technology
Start-ups and Scale-ups
in Switzerland



Essential People Matters matter

It all starts with a dream, an inspiring business idea that grows bigger and bigger. Starting a business is exciting and requires a laser-sharp focus. Yet, statistics show that 90% of Start-ups fail within the first three years. Moreover, 75% of the remaining Start-ups do not manage to scale-up. Why? Amongst the top reasons we find People related issues, such as unclear roles, responsibilities and decision-making, and failure to hire the right team. That's why it is critical to invest in People from the start, such as consulting on People strategy, People operations, hiring practices, HR infrastructures, team effectiveness, compliance, supporting the CEO along the way, and building knowledge and networks in the ecosystem, among many other things, to truly make a difference.

Why does it matter? For example, let's look at your team. Getting the hiring of your team right has tremendous benefits for you. It is your Core team that builds business plans to secure further funding, develops and launches products or services for commercial success, and brings the knowledge to out-compete the competition.



* Bundesamt für Statistik, Switzerland



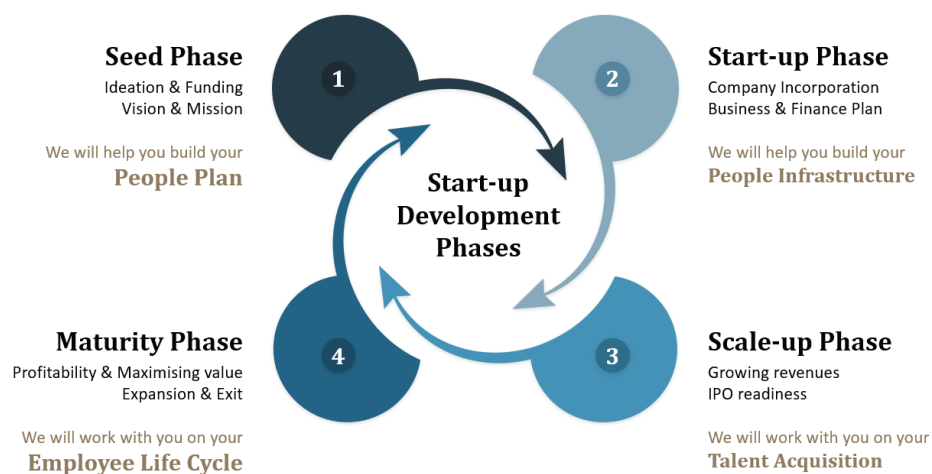
Your Business Cycle dictates your People's needs

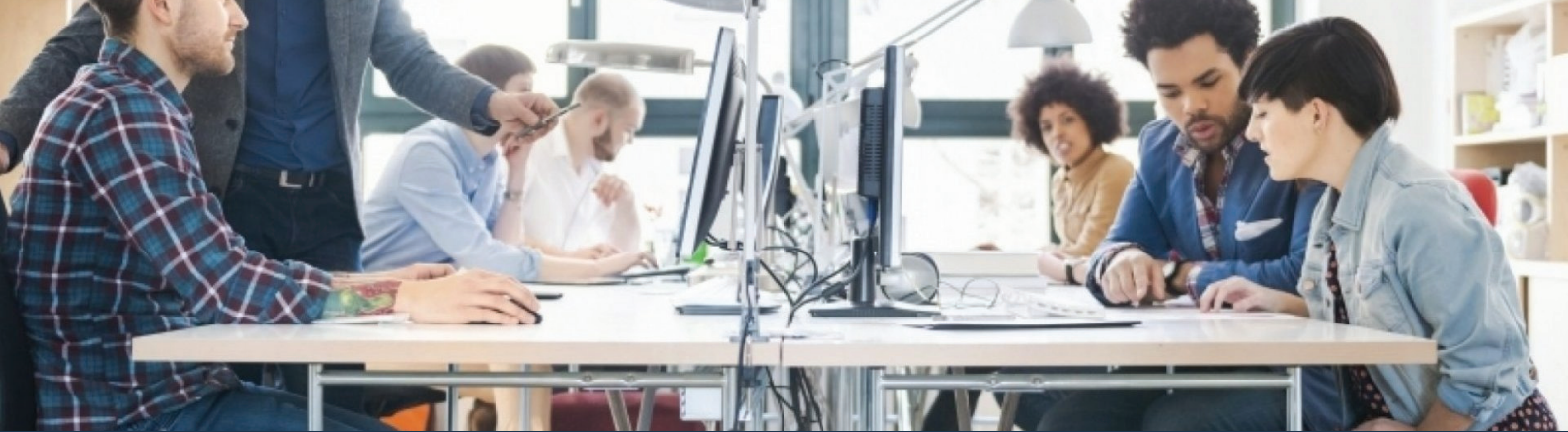
Although many Start-ups might not see the value of having a People advisor right from the start, it is an indispensable function for your business. At the latest when you hire your first employee, you need to establish basic People practices.

And setting up these People practices is time-consuming and can take up to 40% of your work time. Thus, our offer to you at that stage is to set up HR administration, and payroll, pension schemes, insurances so that you can continue to focus on your business-related activities.

Once you have the fundamental People practices in place and aiming to grow, it's time to start designing your People strategy and being clear on the type of company culture you want to build. At that stage we help you to develop a clear People strategy and act as sparring partners to shape your culture. This is imperative, as the environment you create for your team has a major impact on the work and how it gets done.

We strongly believe that all employee-related matters and initiatives should be based on people-centered experiences, not just processes.





Solutions for People practices

There is no one-size-fits-all solution to People matters. And when you look at the list of responsibilities and “must-haves” for setting up the People function in your Start-up, it can be overwhelming. We start from your initial situation and develop customized solutions that fit your business strategy. We take into account the stage your company is in, the size of your company, the composition of your workforce, and most importantly, your growth plan.

Together with you, we lay the foundation to be ready for the future.





Clients reach out to us with a range of People challenges

Some Strategic questions

- Do we have the right People strategy to deliver on our ambitious business goal?
- What capabilities do we need and where do we source them from?
- How to create an appealing Employer brand and how to select the best Core team?
- How do we create an appealing Start-up culture?
- What kind of leadership is needed to be successful?
- How to build in strategic People goals to embrace a competitive edge for our working conditions e.g. pension fund, holidays, working hours, shift model, and maternity/paternity leave?
- What are key decision criteria to have People practices (payroll, etc.) outsourced or inhouse?
- We need to scale-up our organisation very quickly in the next few months. How can we ensure that we get the right talent at the right time and the right cost?
- What shift model is applicable and what are the labor law requirements?

Some operational People questions

- What needs to be done to take on the first employees?
- What do we need to obtain for a work permit for our international or cross-border employment?
- What is legally required concerning pension fund, social security, health & accident insurance?
- Are our people policy and employment contract fulfilling legal requirements?
- Working remotely is becoming the new normal. Are there any legal requirements we need to be aware of, especially if we have cross-border commuters?
- Do I have to pay for overtime and how do I track working hours?
- Is an employee handbook needed by law? What is the added value?



Life Sciences & Technology: we know your industry

We understand Start-ups and Scale-ups and we know your industry. We have partnered with innovative R&D-driven, founder-led teams but we also work with large multinationals around the world. Therefore, agility and flexibility is at our core and we always support our clients with custom-fit solutions and services.

Life sciences companies are working to bridge research with new scientific breakthroughs. Attracting strong talent requires a solid benefits offering. Keeping that talent requires a strong corporate culture and leadership development. As your company will reach milestones and attains success – our solutions evolve to meet your growing and emerging needs and we will be a partner during your growth journey.

A selection of our clients in the Start-Up and/or Life Sciences & Technology industry:





Partners for Start-ups & Scale-ups



Xuan Dung Burckhardt

Partner

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Everything starts with People! This was my inner driver when I started my journey in the People function, and since then I have been professionally pursuing my passion for a people-centric path for more than 20 years.

As a People leader and trusted sparring partner with a proven track record at local and global levels with a focus in Life Sciences and Management Consulting, I enjoy working and guiding with enthusiasm, energy and a value-added mindset through business-relevant and solution-oriented approaches in all areas of the People Cycle, both at strategic and operational levels.

Another passion lies in my work as an Artist. My art is about emotional power, expressing flow and movement in colors and shapes through action painting. Numerous experiences and insights from the process of creating art embrace commonalities in business life, such as deciding or letting go at the right moment, being curious and creative and releasing mental flow for better interventions.



Thorsten Eger

Partner

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For 20 years, I am working as a People practice practitioner/leader with increasing responsibilities and a proven track record at local, regional, global and corporate levels. Exposed to hands-on and strategic HR work in Start-ups/Scale-ups/SMEs and "Blue Chips" from multiple industries (IT, Telecommunication, Healthcare, Fair) in both mature and hyper-growth markets/different regions.

In addition, I am lecturing on Leadership, Self-reflection and International HRM in Switzerland. I am co-author of books on Decision-making and was externally recognized for my work in the DE&I space (EDA nomination, D&I list in The Guardian). I consider myself a business-minded, impact-oriented as well as a human-centric person.



Annett Zippel

Partner

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I am thankful for more than 15 years of cutting-edge HR practice in close collaboration with regional and global Leadership Teams across the life sciences, biotechnology, agriculture and chemical industry. I have a strong track record in transformational change projects in multinational companies including culture change, organizational development and effectiveness and leadership team development. One of the highlights included steering the people agenda for a newly integrated Biotechnology business unit focusing on strategic workforce planning and talent development projects. I am a certified Change Excellence Professional and a trained High Performing Team facilitator.

About KennedyFitch

At KennedyFitch we help organizations to hire for fit for the future rather than fit for now. Through our Executive Search practice we have built a track record in search for senior HR roles and we focus on search for future leaders in different industries. Through our People & Organization practice we bring the human back into Human Resources and create truly human-centric organizations where we focus on HR Consulting, Capability Building and Coaching

Besides our Executive Search and People & Organization practices, we are also Community Builders and Knowledge Sharers. We are rapidly moving towards “consumerized careers”, whereby we will be fully in charge of our own career paths. That is why we bring together experts and professionals in a number of communities and networks, to help HR colleagues become masters of their own careers at all levels. And we not only have a stake in the future of work but we also have an opinion on it, which we share in our research-based publications, webinars and events.

Executive Search

We believe that organizations need to hire for fit for the future, to find candidates that will help challenge what is and co-create the future of your organization. We have built a track record in Executive Search for Human Resources roles and we have focus on search for future leaders for multiple industries. At KennedyFitch, we specialize in building external talent pipelines that can complement your internal talent pools.

HR Strategy Consulting

Our team in HR strategy consulting can give you advice and support to help manage your organisational and people challenges. Whether you want to improve the performance of your workforce or develop talent in your business. We have a global reach and a deep expertise for HR and the Future of Work

Coaching

At KennedyFitch we all have a never-ending positive curiosity for people. That curiosity has not only led us to become HR consultants but also coaches. In our coaching practice we focus on 4 core areas: Raising self-awareness, Understanding the context in which you operate, Connecting to the purpose and Building trusted relationships. We facilitate both individual and team coaching interventions.

Capability Building

The ability to manage yourself and collaborate with others are critical capabilities for anyone in any function. Leveraging our coaching background, we have developed a suite of (inter)personal-effectiveness workshops that can be delivered stand alone or combined into a learning journey.

Events & Communities

The new way of working is powered by networks. To that end, we are “knowledge, network and community builders”. We offer workshops and learning sessions about the future of HR, we are the founders of the BEYOND HR Forum and host webinars and engage with academics, consultants and thought leaders.

Insights & Reports

We are true believers of the motto that “sharing is caring”. On a regular basis we publish articles and reports for the global HR community. We not only have a stake in the future of HR but we also have an opinion on it.



KENNEDYFITCH

Executive Search &
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