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Dear Reader,

If you used social media or a voice assistant today, you were - perhaps unknowingly - interacting with artificial intelligence, AI for short. Systems using AI have the potential to radically change our lives, and that in the near future. That's why it's essential that we not only discuss the opportunities the technology brings, but that we also consider the associated risks and monitor them closely.

In 2020, the coronavirus pandemic and related measures dominated headlines and discussions. While we at Consenec were hoping that this difficult phase would soon pass, we also took the opportunity to raise public awareness and interest in artificial intelligence. With our virtual Impuls event, we wanted to offer insight into the current capabilities of AI systems - and Professor Marc Pouly's excellent talk fulfilled all expectations (pp. 6-8).

At ABB, artificial intelligence has already become a mainstay, as was seen at last year's China International Industry Fair in Shanghai, where ABB Robotics demonstrated how AI can be used to efficiently sort trash (p. 9). But the time is also ripe for SMEs and businesses with tight R&D budgets to launch AI projects. A recent study provides an overview of where small and medium-sized enterprises plan to implement IT and AI systems. We're expecting to see a veritable boom in such applications soon (pp. 10-11).

To drive the development of artificial intelligence, ETH Zurich has established a new research center, described on page 12. Then, we show our readers some areas where AI has already become a part of everyday life and offer a few reading tips on the subject (p. 13).

Finally, we introduce eight motivated senior managers who joined Consenec last year (pp. 14-15) and present the entire team (pp. 16-17). In addition, three case summaries demonstrate how our experienced executives master challenging assignments (p. 18).

I believe you'll enjoy reading our 2020 Business Report. On behalf of Consenec, I thank you for your interest in our activities - and hope you remain in good health.



Ingo Fritschi
CEO



Facts and Figures

Total revenue

Total revenue increased by 2.8 percent.

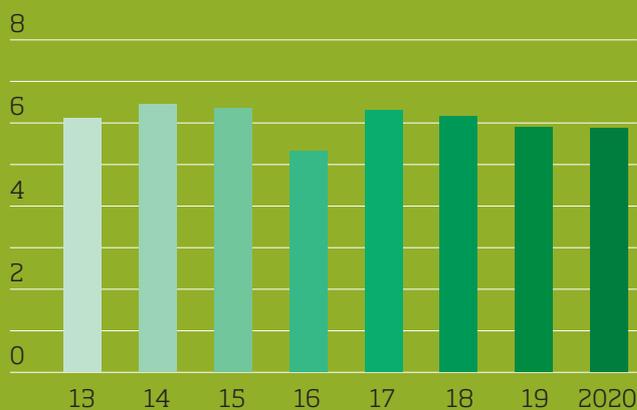
in millions of CHF



Revenue with founding companies

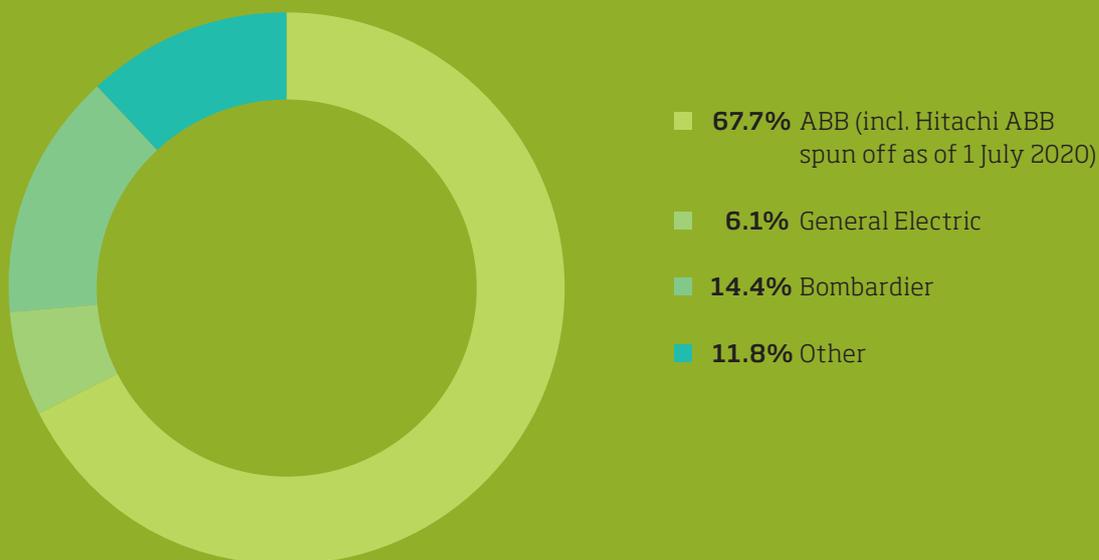
Revenue with founding companies remained stable.

in millions of CHF



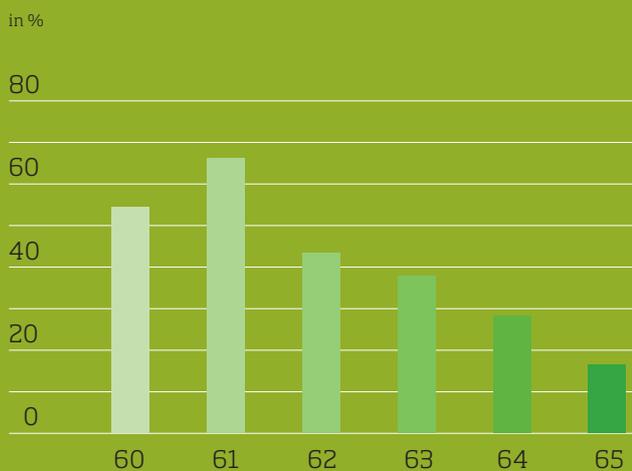
Revenue by client group

The percentage of revenue generated by ABB continued to rise.



Workload of senior managers according to age

The workload of the senior managers is highest when they enter the company.



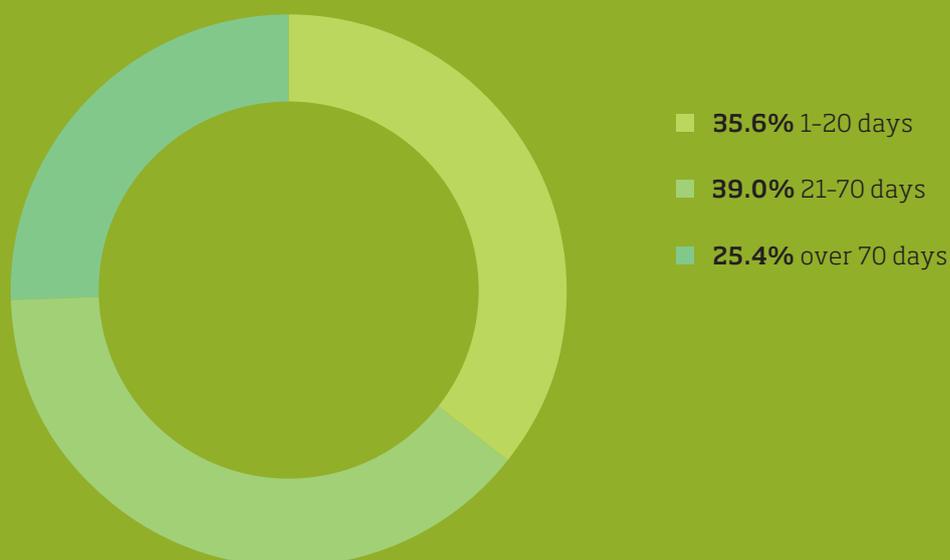
Revenue per senior manager

Revenue per senior manager rose by 4.2 percent.



Jobs by duration

Assignments lasting between 21 and 70 days are most common.





Prof. Dr. Marc Pouly
Professor of Machine Learning
and Artificial Intelligence
at the Lucerne University of
Applied Sciences and Arts

Machines Learn Fast

What opportunities does artificial intelligence offer? What can the new technology actually achieve, and what are its limitations? The topic of our virtual Consenec Impuls event in 2020 was "Machines Learn Fast." In his talk, Marc Pouly discussed fascinating developments in the fast-growing field of AI. The following is a summary of the event.

AI is "the science of making machines do those things that would be considered intelligent if they were done by people." Marc Pouly opened his talk by quoting Marvin Minsky, the founding father of artificial intelligence (AI), whose definition from the year 1956 remains accurate even now that AI has become a part of our everyday lives. The technology is also the basis of countless research programs in a wide range of disciplines. Pouly said the potential that machines actually have first entered public awareness in 1997, when an IBM computer defeated world chess champion Garry Kasparov. "An incredible feat of engineering,

"Today's artificial intelligence systems have mastery of savant-like skills."

but nothing more," was Pouly's comment. What he meant became clear over the course of his talk, which covered aspects such as neural networks and self-learning machines, deep learning, and transfer learning. He discussed current areas and methodologies of research as well as what has been achieved in the recent past, what will be possible in the future, and the areas in which artificial intelligence offers unique possibilities and can potentially open up new horizons. And AI expert Pouly stressed that the technology still has numerous surprises in store: "Almost every week we read about research findings that would have been considered impossible just a short time ago."



AI even understands Go, the world's most difficult board game.

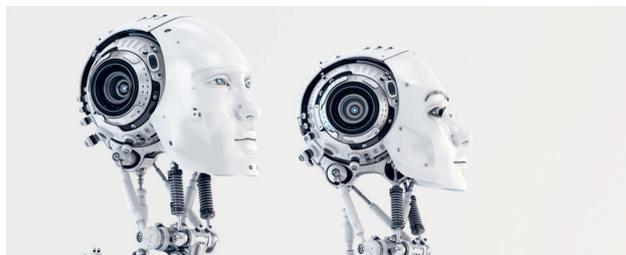
AI - An Evolutionary Step for Humankind?

Today's artificial intelligence systems have mastery of savant-like skills: for example, there are AI systems that can play a nearly perfect game of chess or Go, accurately recognize

objects in images or videos, analyze documents, and perform other specific tasks. Nevertheless, each system has only one single ability, and researchers have not yet succeeded in programming AI systems that can manage several tasks, that are more universal. "Personally, I adhere to the concept of 'human augmented artificial intelligence,' meaning a combination of a human being and an AI system," Pouly said, adding that it makes no sense to replace one limited operating system - the human being - with another - artificial intelligence.

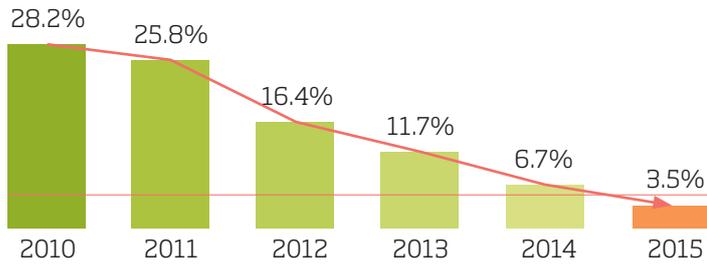
AI - Opportunities and Risks

Pouly believes that, as informed citizens, it's our responsibility to think carefully about new technologies and consider their consequences. At the same time,



Artificial intelligence systems offer amazing opportunities - as an ideal supplement to human intelligence.

he also regrets that most media reports on AI are quite negative, with scenarios of a global robot dominion being conjured up rather than highlighting the fantastic opportunities AI holds for the economy.



Over the course of just 5 years, AI undercut the human error rate of 5.1 percent by nearly 2 percent: in 2015, AI's error rate was 3.5 percent.

You and I - and AI

To train computer algorithms for recognition tasks, systems are given access to a public dataset with some 14 million images of, for instance, cars, animals, plants, or weather patterns. In 2010, a computer's recognition error rate was roughly 30 percent. From 2011 to 2012, there was an improvement of 10 percent. This was made possible by equipping systems with deep neural networks - also known as deep learning, an old machine-learning technology that has experienced a renaissance thanks to technological developments, particularly in infographics, and the sheer mass of data now available. At the end of 2015, the error rate of computers was just 3.5 percent, better than the best human performance, which registered an error rate of 5.1 percent.

AI and Artificial Creativity

In his talk, Pouly gave an example using two AI models, one called "forger," the other "police officer." The forger counterfeits money, the police officer has to recognize which money is real and which is fake. They are two independent neural networks that combine the optimization function from both models: when the forger's counterfeiting skills improve, the police officer has to become better at recognizing the forgery. And vice versa. The two models learn from each other, constantly spurring each other on to a better performance. Then, after a degree of stability has been attained and neither model can improve its performance, the police model is deleted. The forger model is interesting, because it's the model



Forger and police officer: two models spur each other on to peak performance.

that learned the statistical pattern and can reproduce it so accurately that another AI system is unable to determine the original from a fake.

AI and Neural Networks

Neural networks are the only machine learning technology that works with unstructured data (for example, images, sound bites, videos) and



Cat? Dog? Breed? AI is an expert in the animal kingdom.

that can scale these data. What's more, these systems can process unimaginable amounts of data in order to analyze and learn prototypical features in automated learning processes. In the case of pictures of dogs and cats, the neural network enables the system to recognize and learn prototypical features like ears, noses, or types of fur. By combining these patterns, the system can recognize the animal or breed.

AI and Businesses with Small Budgets

Pouly said that in the coming 10 years, we'll begin to see AI systems wherever there are tasks that people would prefer not to do. Interestingly, massive datasets are no longer needed to create an artificial intelligence system, which makes AI solutions for SMEs with small budgets possible - this, thanks to transfer learning, a development that took place roughly three years ago. In transfer learning, AI models are sent to a type of elementary school, where



they learn to recognize thousands of images. Afterwards, the already available pre-trained models are re-trained with fewer images for a specific subject. The process is similar to how a child goes to grade school, learns his or her lessons, and then later trains for a specific vocation.

Transfer learning via image analyses: AI learns the ABCs.



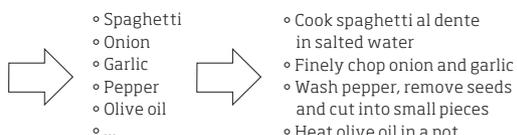
Quick and efficient garbage pick-up thanks to AI.

AI Collects the Trash

Technologies based on self-learning algorithms have made great advances in the recent past. They're ideal for SMEs and no longer require large R&D budgets, as the example of a trash-collecting company in the Canton of Bern shows. Here, AI is used to determine the most economical route based on the fact that a truck consumes less energy for braking when it's empty. A video camera was installed to film the area where trash is tossed into the truck. A neural network designed by Pouly's team scanned the video and counted the number of containers emptied and garbage bags thrown into the truck, then combined the data using a tracking system. On the basis of this information, the most energy-efficient route was extrapolated.

AI and an Early Form of Artificial Creativity

At the Lucerne University of Applied Sciences and Arts, Pouly and his team are focusing on experiments with a type of precursor artificial creativity. Their models analyze hundreds of thousands of recipes,



AI provides the recipe. All that's left to do is cook. <https://image-to-recipe.abiz.ch>

extract statistical patterns, understand which ingredients can be combined and what steps are required to prepare a dish. In the end, the models can autonomously generate new recipes. The novel aspect here is that the machine-learning models don't simply learn the statistical patterns; they also reproduce them.

AI in the Kitchen

An example: a guest at a restaurant takes a photo of a plate of spaghetti. The machine-learning model developed by Pouly's team can produce a recipe solely on the basis of the photo. The same goes for beer: together with a small brewery, Pouly and his team brewed the first-ever AI-based beer. This development is very interesting for the world of medicine: just as AI can come up with a recipe based on a photograph, it's theoretically able to analyze an image of a skin abnormality and make a differential diagnosis.



Cheers! The first AI-brewed beer.

AI and the Researcher

Pouly said his work has placed him in the role of an active observer and that it has given him great respect for what our brains can do and for how humans learn. He particularly appreciates the privilege of watching his three young children grow and, on a daily basis, see how differently humans learn compared to machines, but also how humans and machines are repeatedly confronted with the same challenges.

The entire talk as well as a discussion between Ingo Fritsch and Marc Pouly is available at www.consenec.ch

Artificial intelligence: from a fledgling idea to an everyday technology

1943

US researchers propose a model for artificial neurons.

1956

10 researchers establish AI as an independent discipline at Dartmouth College.

1979

A student constructs the Stanford Cart, an autonomous vehicle.

1950

Alan Turing publishes "Computing Machinery and Intelligence."

1966

Eliza, the first chatbot, is developed.

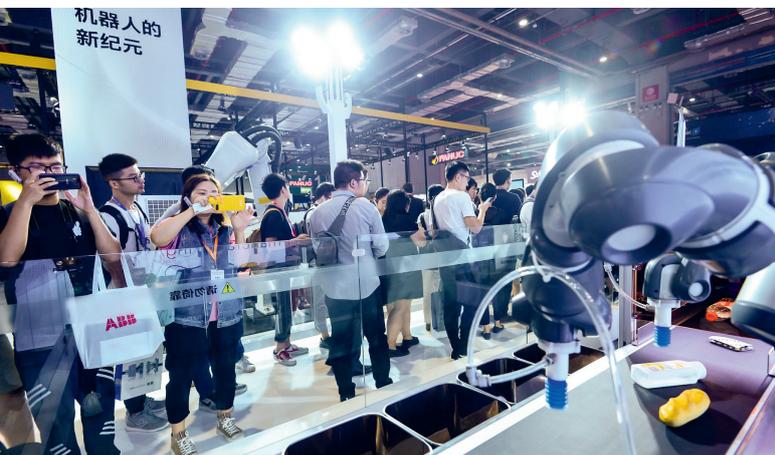
Digital Recycling Team

At the CIIF fair in Shanghai, ABB Robotics makes a splash with a new prototype: an efficient and fully automated system to separate trash.

At the 2020 China International Industry Fair (CIIF), ABB Robotics presented a wide array of digital and automated solutions, including the prototype for an AI system that separates trash. The model was specially developed to comply with the new recycling ordinance of Shanghai’s municipal government. Digital teamwork is the key component in the high-tech trash sorter: a neural network consisting of robots, computers, and sensors ensures that paper, plastic, aluminum, and other recyclables are correctly and efficiently separated. By combining an image processing system, artificial intelligence, and machine learning, the system can identify and sort trash with the accuracy of a human. A dual arm YuMi robot separates the trash into four different containers that are then transported on a conveyor belt to an IRB-1200 robot that collects it for recycling.



Aluminum, plastic, glass, paper: at CIIF, the dual arm robot YuMi demonstrates how to quickly and correctly sort trash.



The YuMi prototype drew a large crowd.

Dedicated to Progress

ABB Robotics is a pioneer in the development of industrial and collaborative robots as well as in advanced digital services. To date, the company has delivered over 400,000 robotic solutions for use in a variety of industries and applications - solutions that enable clients to increase flexibility, efficiency, security, and reliability in their operations.

2011

Intelligent virtual assistants are installed in smartphones.

2015

Tesla launches the first commercial autopilot in its vehicles.

2018

Xinhua News Agency uses an AI-generated presenter in a news broadcast.

1997

IBM’s Deep Blue beats the reigning chess world champion.

2012

A neuronal network classifies 1.3 million images from 1000 categories.

2017

Transfer learning makes AI available to SMEs.

New Research Center at ETH Zurich

With its newly established ETH AI Center, ETH Zurich is intensifying dialogue with stakeholders in the economy, politics, and society. The aim is to drive innovation and build trust in the development of artificial intelligence.



ETH Zurich wants to cultivate communication with stakeholders in the economy, politics, and society.

In October 2020, ETH Zurich opened its new research facility, the ETH AI Center, in Zurich's new university district. At the center, 29 professors are pursuing basic research in artificial intelligence, including machine learning, image analysis, and speech recognition. They also supervise talented junior academics - fellowship holders who were recruited from throughout the world. The center aims to foster interdisciplinary dialogue on innovative, trust-building technology development with stakeholders in the economy, politics, and society; the overarching

objective is to develop new AI applications. The ETH AI Center is also designed as a type of incubator for young entrepreneurs in AI, and with its "open lab," it aims to promote joint research projects with international specialists. To achieve this latter goal, the center plans to join the European AI research network ELLIS, European Laboratory for Learning and Intelligent Systems.

Equipped for Complex Jobs

Research teams at ETH Zurich have already created numerous AI applications that can be used in a variety of settings. One of their most recent developments is an app to detect jaundice in newborn babies 48 hours before the onset of symptoms. This is particularly valuable, because the symptoms often appear only after the baby has left the hospital. Researchers at the ETH AI Center also plan to develop tools that can support humans in finding efficient solutions to complex tasks. To do so, "it is essential that AI models work reliably and that their results are robust, explainable and fair," as stated in an ETH press release (<https://ai.ethz.ch>).

Other Education Institutions



Lucerne University of Applied Sciences and Arts: Switzerland's first bachelor's degree program in the area of artificial intelligence and machine learning. Full-time study: 3 years; part-time study: 4 years.



Swiss Distance University Institute: master of science in artificial intelligence, part-time study: 3 semesters.



University of Applied Sciences and Arts Northwestern Switzerland: CAS Marketing Automation - Digital Leadership in Marketing. Duration: 3 months.

University of Zurich: MBA in general management with a focus on digital transformation. Modules: 77 days over 15 months.



Modules for AI and machine learning as part of a study program at various institutions, including the Zurich University of Applied Sciences in Winterthur or the University of Applied Sciences of the Grisons in Chur.



Online courses offered by various institutions are listed on the search portal www.edukatico.org.



Recommended Reading - Digital and Print



Handbuch künstliche Intelligenz:

AI as a factor for success. Smart technologies for businesses (PDF, in German). handbuch-ki.net



Artificial Intelligence and the Ethical Conundrum:

a Capterra study on ethical questions surrounding AI technologies (PDF). capterra.com/news/ai-and-ethics-2020-report/

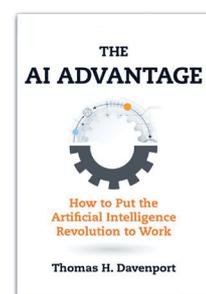
Künstliche Intelligenz und der Sinn des Lebens:

Richard David Precht's book on artificial intelligence and the meaning of life focuses on key questions regarding the technology but also touches on the deep social changes brought by the current crisis. Published by Goldmann Verlag (in German), ISBN 978-3-442-31561-1



An AI guideline:

Thomas Davenport offers businesses a manual on how to use artificial intelligence. He describes which technologies are available and how they can promote business success and competitiveness. MIT Press, ISBN 978-0262039178



Our Favorites



Artificial Intelligence for Seniors

The University of Applied Sciences of the Grisons is collaborating with a robotics firm, an old-age home, and gerontology researchers to test the use of robots in old-

age homes. The aim is that, within two years, robots will be used to support staff and promote independence in the elderly. Robots will be used as helping hands, cleaning assistants, or in animation programs for exercise class and memory training. Nevertheless, they won't be considered for use in actual care - because human touch will always be essential.

A Cold or Covid?

Just cough a few times into your smartphone to learn whether quarantining will be necessary: an analytics software that has been fed with thousands of coughing sounds can recognize whether the cougher is infected with the coronavirus. The free app is viewed as a supplement to regular medical tests and should soon be available on the market.



Machines Learn the Language of Chemistry

Artificial intelligence is being used to accelerate the development of medications, artificial fibers, and pesticides. Although programs are not yet able to independently invent completely new chemical reactions, they can suggest unusual procedures and shorter syntheses, helping researchers to school their own creativity.

Ready for the Next Challenge

Experience and commitment are the hallmarks of the eight senior managers who joined Consenec in 2020. Until recently, they were top managers at ABB, ABB Hitachi Power Grids, Bombardier, and GE. Now, the experienced leaders provide their expertise as interim managers, project leaders, or corporate consultants - and like their 35 Consenec colleagues, they have their clients' best interests at heart.

Arthur Eckert is a management expert whose forte lies in the development and implementation of business, services, and footprint strategies. He finished his regular career at ABB as Head of Global Operations for ABB/Business Line System Drives, the company's global production network. The mechanical engineer and business administrator with a degree from IMD Lausanne speaks German, English, and French. As a Consenec manager, he takes on assignments in interim and change management, coaching and project management, and strategy and process development.

Roland Heller looks back on a successful career at General Electric, where his final position was leading the commercial and technical sales teams for plants, products, and services as Sales Executive of GE Gas Power. He has extensive experience in the development of new business areas for energy services, in launching operations at plants, and in site management. At Consenec, the mechanical engineer with a management qualification offers his expertise in sales and marketing.

Stephan Husi studied economics at the University of Zurich. He then pursued his passion for numbers and earned a federal certification as an accounting/management control expert, laying the cornerstone for his successful career. As Country Finance Manager at ABB Power Grids Benelux, he used his knowledge of strategic and operational management control systems in local and global settings. At Consenec, his interests lie in interim project and risk management, M&A integration and restructuring, and individual consulting.

Moritz Küng is an expert in all tax matters. He studied law at the University of St. Gallen and earned a federal certification as a tax expert. At ABB Switzerland, he led the taxation division and was in charge of operational partnerships as well as the company's technology management. His areas of responsibility included M&A and reorganization, and he is specialized in exports and in the handling of foreign permanent establishments. Project and interim management as well as corporate tax consulting assignments are his main interests at Consenec.



Arthur Eckert

Roland Heller

Stephan Husi

Moritz Küng

Board of Directors

Volker Stephan, President of the Board
 Martin Boller, Board Member
 Ingo Fritschi, Delegate of the Board and CEO
 Urs Gribi, Board Member
 Rafal Mietkiewicz, Board Member
 Ernst Roth, Board Member

Management

Ingo Fritschi, CEO
 Christian Müntener, Finances, Deputy CEO

Loriano Lorini was Senior Director of Bids Locomotives at Bombardier Transportation (Switzerland) Ltd. at the end of his regular career. Well-versed in international business strategy and development, marketing and sales as well as project and on-site leadership, he also has considerable expertise in human resources and change management, client service, and after-sales strategies. He speaks English, Spanish, French, Italian, and German, and takes on assignments in all areas mentioned.

Peter Maritz was Hub Business Unit Manager Europe for ABB High Voltage Products before joining Consenec. He is a skilled negotiator and experienced in strategy development and implementation, in restructuring, and in developing business divisions. He looks back on extensive experience in production and process optimization as well as in organization development and lean management. At Consenec, he takes on assignments in international management and interim management, and as a board director.

Frank Wentzler acquired broad experience over the course of his management career at ABB; his final role was head of an ABB manufacturing cluster with companies in various countries. His areas of expertise include strategy and product development, accessing new markets, reorganization, and outsourcing production. As a Consenec senior manager, he offers his services in interim management or project leadership, business analysis, optimization processes, and consulting on questions concerning strategy and production.

Alois Wyss is a mechanical engineer with a management qualification. Over the course of his successful career at Alstom and General Electric, he led global service networks and supervised multidisciplinary investments and restructuring projects. At Consenec, he offers his services for strategic and operational management support, in team and project coaching, leading and supervising change processes, and managing and controlling projects.



Loriano Lorini



Peter Maritz



Frank Wentzler



Alois Wyss

Our Expertise in Action

Wherever and whenever problems and questions arise, Consenec senior managers are ready to step forward and help clients master complex tasks and overcome even the most difficult challenges. The following three case summaries illustrate how our experts work.

Example 1

Client

Job

Duration

Consenec

Senior Manager

Interim Management

A major international company for liquid filtration technologies leading the company in the role of general manager with the aim of improving business structures and processes and to further develop the company

12 months

Markus Mühlethaler

The Consenec senior manager is in charge of operational activities in collaboration with key staff at the company. He introduces a new organizational structure with clearly delineated duties and responsibilities and adjusts structures to enable the realization of ideas for developing new product applications, including marketing measures. He works with the newly recruited finance officer to optimize administrative processes. In addition, monthly reporting and talent management processes are established.

Example 2

Client

Job

Duration

Consenec

Senior Manager

Project Management

An internationally leading technology company project management and management tasks in separating a large business division, establishing it as an independent entity, and incorporating it in an international joint venture

18 months

Martin Hutzli

Before the division is sold, the business units affected as well as all associated responsibilities are separated into two independent divisions and incorporated into a newly created body corporate, which is transferred to a global joint venture structure. The Consenec senior manager and a colleague lead a team of specialists and subproject leaders who are responsible for the establishment of governance structures and processes, the separation of all operational roles, and for supporting future management on the path toward full operational independence.

Example 3

Client

Job

Duration

Consenec

Senior Manager

Project Management

An international technology company transfer and integration of an existing business unit into a new company

10 months

Hansruedi Stalder

The Consenec senior manager is in charge of transferring and integrating an existing business unit into a new company. All legal, organizational, and operational aspects must be taken into account. He introduces all measures necessary for ensuring the smooth running of operational capacities and client relations during the change processes.

More projects with detailed descriptions at www.consenec.ch

Our Clients

ABB
Ansaldo
Bombardier
General Electric
Hitachi ABB Power Grids

ABB Real Estate Ltd., Baden
ABB Wohlfahrtstiftung, Baden
AFIAA Real Estate Investment Ltd., Zurich
Alpiq Holding Ltd., Olten
Avadis Investment Foundation, Zurich
Avadis Vorsorge AG, Zurich
Axa Stiftung, Bern
BKW AG, Bern
Bridgestep AG, Zurich
Bühler AG, Uzwil
Elma Electronic Ltd., Wetzikon Zurich
Field Core Service Solutions, Baden
Liebherr-Transportation Systems, Korneuburg
Rieter Management AG, Winterthur
Rochem Group, Hamburg, Germany
Stadler Rail AG, Bussnang
V-Zug Ltd., Zug

(Selection)

Credits

Page 8: W.I.R.E.
Page 9: ABB Switzerland Ltd.
Pages 10-11: gartner.com
Page 12: ETH Zurich
Page 13: Robots in a retirement home, FH Chur: SRF
Coughing app: SRF
Language of chemistry: NZZ

Credits

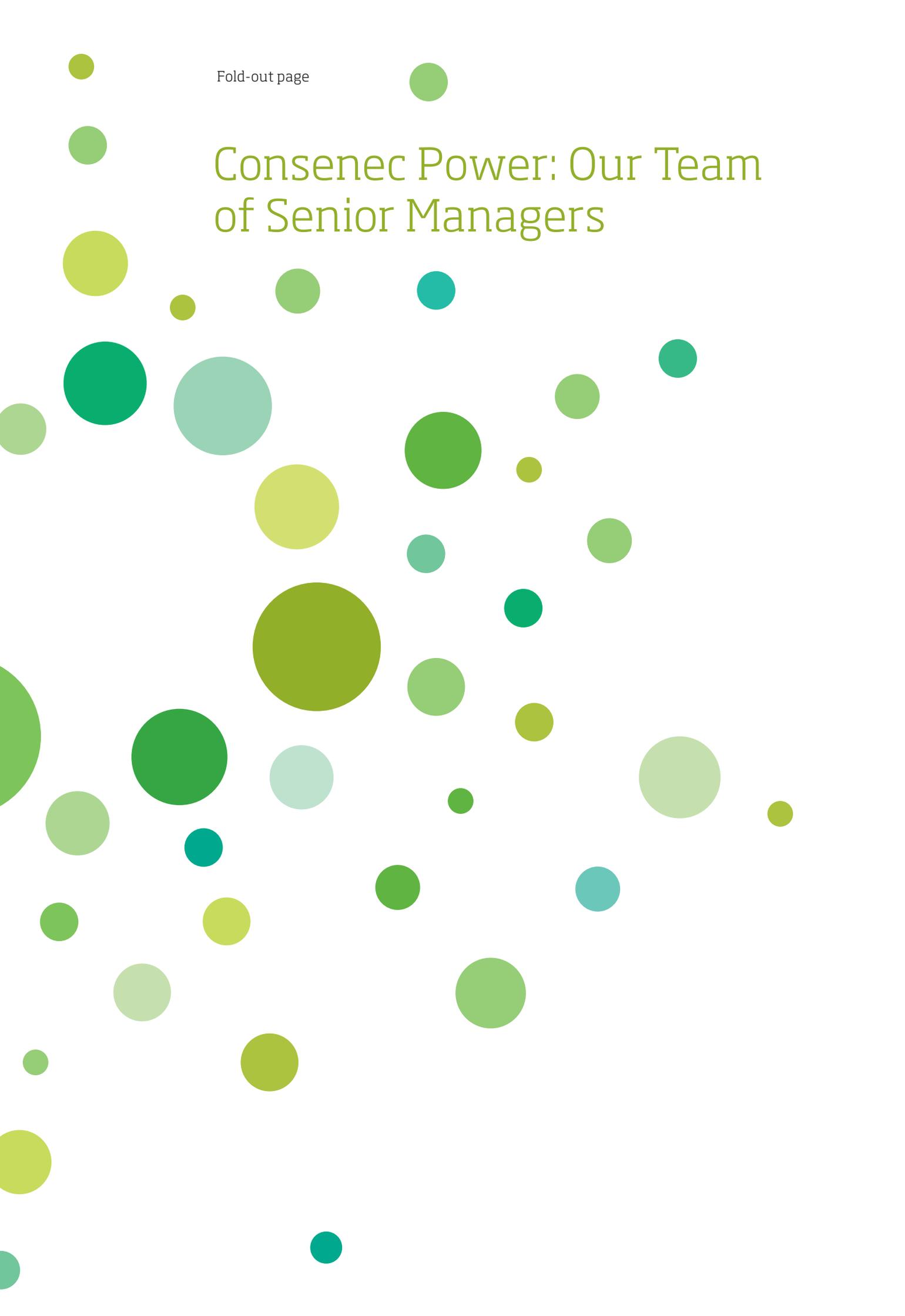
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Page 12: ETH Zurich
Page 13: SRF

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Consenec Power: Our Team of Senior Managers



Top Managers for Complex Assignments

Rolf Althaus

Sales and Marketing
Change Management
Operational Excellence
Strategy
Project Management
Interim Management

Arthur Eckert

Sales and Marketing
Change Management
Operational Excellence
Strategy
Project Management
Interim Management
Finance

Ingo Fritschi

Interim Management
Strategy
Operational Excellence
Change Management
Human Resources
Sales and Marketing

Ulf Hallensleben

Sales and Marketing
Change Management
Operational Excellence
Strategy
Project Management
Interim Management

Peter Bill

Human Resources
Sales and Marketing
Change Management
Operational Excellence
Strategy
Project Management
Interim Management

Stefan Florjancic

Change Management
Operational Excellence
Strategy
Interim Management

Erwin Gerber

Sales and Marketing
Change Management
Operational Excellence
Project Management
Interim Management



Roland Bächli

Sales and Marketing
Operational Excellence
Strategy
Project Management
Interim Management

Willi Egger

Project Management

Gabriele Gabrielli

Sales and Marketing
Change Management
Operational Excellence
Strategy
Project Management
Interim Management

Roland Heller

Sales and Marketing
Strategy
Project Management
Interim Management

Philippe Crausaz

Sales and Marketing
Change Management
Strategy
Project Management

Adrian Frei

Project Management
Interim Management

Kurt Gwerder

Finance
Project Management
Interim Management

*Business consulting, interim management, and project management: the senior managers at Consenec take on assignments in Switzerland and abroad. The former executives provide their know-how, competence, and years of experience for as long as the client needs.
(Complete profiles of our senior managers at: www.consenec.ch)*

Stephan Husi
Interim Management
Project Management
Finance

Roger Klee
Change Management
Human Resources

Andreas Lusch
Interim Management

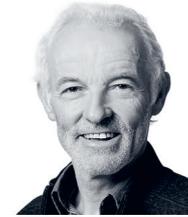
Marcel
Change
Operati
Strateg
Project
Interim

Werner Hofbauer
Change Management
Operational Excellence
Project Management
Interim Management
Sales and Marketing
Strategy

Hans Imboden
Sales and Marketing
Project Management
Interim Management

Moritz Küng
Project Management
Interim Management

Renato Merz
Human Resources
Interim Management



Martin Hutzli
Finance
Change Management
Strategy
Project Management
Interim Management

Edwin Krämer
Change Management
Operational Excellence
Project Management
Strategy
Interim Management

Peter Maritz
Strategy
Operational Excellence
Interim Management
Change Management

Markus
Operati
Project
Interim

Mats Holgersson
Sales and Marketing
Change Management
Strategy
Project Management
Interim Management

Beat Jenni
Sales and Marketing
Operational Excellence
Project Management
Interim Management

Loriano Lorini
Strategy
Change Management
Sales and Marketing
Project Management
Interim Management

Yann Moor
Interim Management
Project Management
Change Management
Finance

Mueller
Management
Operational Excellence
Strategy
Project Management
Interim Management



Philippe Pfeffer
Change Management
Operational Excellence
Strategy
Project Management
Interim Management



André Voskuil
Strategy
Interim Management
Project Management
Change Management
Finance



Max Wüthrich
Sales and Marketing
Change Management



Christian Müntener
Finance
Operational Excellence
Project Management



Richard Schneider
Project Management
Interim Management



Stéphane Wettstein
Human Resources
Sales and Marketing
Change Management
Operational Excellence
Strategy
Interim Management



Mühlethaler
Operational Excellence
Management
Interim Management



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Change Management
Project Management
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Frank Wentzler
Operational Excellence
Project Management
Strategy
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Change Management



Alois Wyss
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Willi Paul
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Hansruedi Stalder
Strategy
Operational Excellence
Change Management
Project Management
Interim Management



Konrad Wirthensohn
Project Management
Operational Excellence
Change Management
Interim Management



consenec

Consenec Ltd.
Segelhof

5405 Baden-Daettwil
Switzerland

T +41 58 586 83 60

www.consenec.ch
info@consenec.ch

