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Dear Reader

Have you read the daily paper of late? Perhaps you've scrolled through the headlines on your smartphone or tablet, or maybe you prefer learning the daily news from radio and television programs. One way or another, we all know that media consumption is currently undergoing radical changes. Social media channels are booming - this at the cost of professional journalism - while fake news is spreading like wildfire. In today's world, with a pandemic that continues to dominate the headlines, this fraudulent information has the power to destabilize society and cause serious problems.

"Does anyone still read the newspaper?" This was the title of the Consenec Impuls event held in November 2021. It was our first in-person event since the outbreak of the coronavirus, and a large audience came to hear media sociologist Dr. Linards Udris discuss media use in the Swiss population. In his talk, he outlined the enormous influence exercised by social media platforms and stressed the importance of serious journalism (pp. 6-9). At the very least, we can be grateful that the Swiss generally consult trustworthy media when forming a political opinion (pp. 10-11).

It should be noted that fake news is no modern phenomenon - although we used to call it a "fabrication" or a "canard" (pp. 12-13).

On a different note, we're pleased to introduce five senior managers - former executives at ABB, Alstom/Bombardier, Ansaldo, and Hitachi - who have joined the Consenec team (pp. 14-15). We also present three case studies as examples of the complex challenges our senior managers mastered in 2021 (p. 16).

Last but not least, at our online Consenec Impuls event held in May 2021, ETH professor Gudela Grote spoke about a revolution in the world of work (p. 17).

At Consenec Ltd., we're once again fortunate to look back on a successful business year - the facts and figures tell a very positive tale (pp. 4-5). And so, we would like to take this opportunity to thank our clients for their confidence in our team and for continuing to entrust us with important and rewarding assignments. Our dedicated senior managers at Consenec look forward to offering their expertise and services in the future.

I hope you enjoy reading about our work.



Ingo Fritschi
CEO



Facts and Figures

Total revenue

Total revenue remained virtually unchanged compared to the previous year.

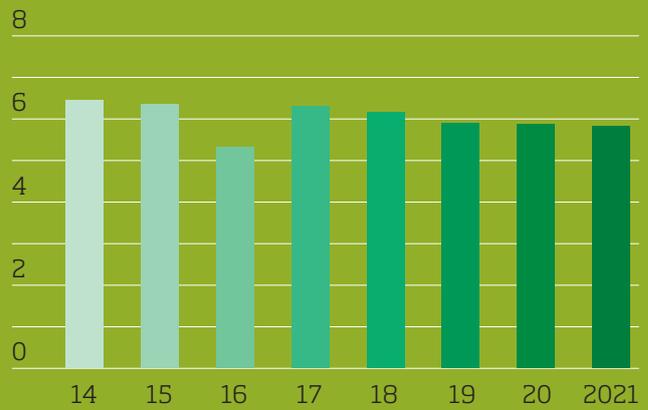
in millions of CHF



Revenue with founding companies

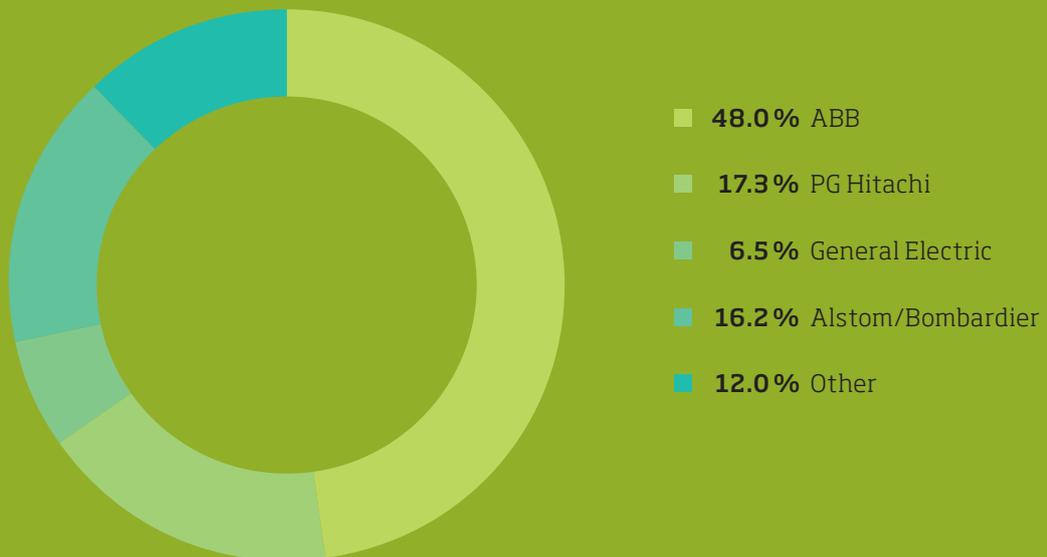
Revenue with the founding companies also remained stable.

in millions of CHF



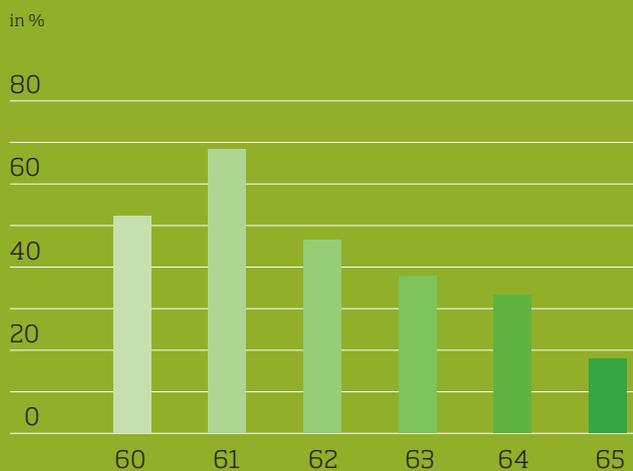
Revenue by client group

ABB remains by far the most important client.



Workload of senior managers according to age

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



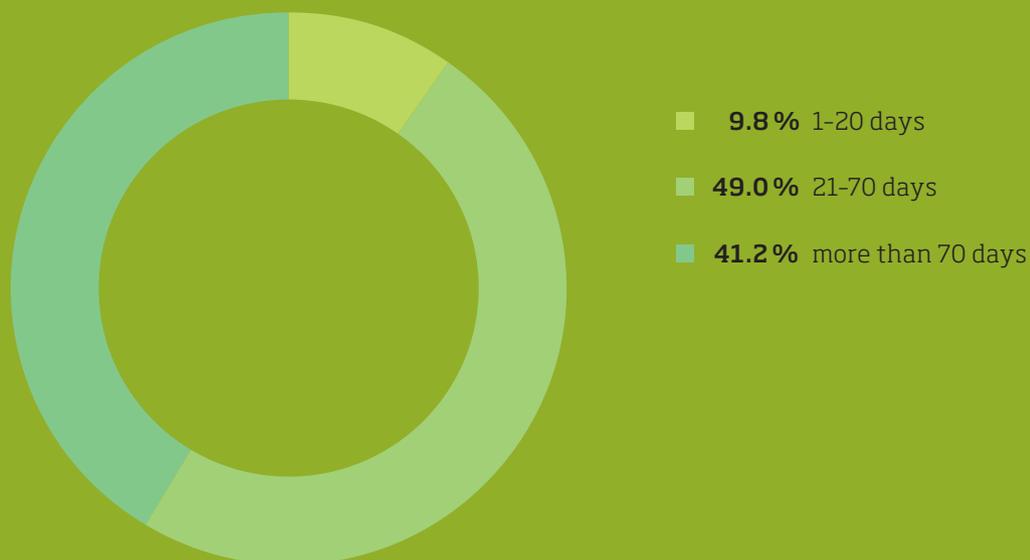
Revenue per senior manager

Revenue per senior manager decreased slightly compared to the previous year.



Jobs by duration

Longer assignments lasting 21 to 70 days are most common.





Dr. Linards Udris is a media sociologist and instructor at various higher education institutions. He researches and teaches at the University of Zurich's Department of Communication and Media Research (IKMZ) and is deputy head of research at the Center for Research on the Public Sphere and Society (fög).

Newspaper Subscriptions – A Thing of the Past?

“Does Anyone Still Read the Newspaper?” This question was the focus of the Consenec Impuls event held on 18 November 2021. Media sociologist Linards Udris presented detailed information on media use in the Swiss population, drawing on recent studies to illustrate the overall shift in media consumption away from print and TV towards digital platforms. He also discussed the various consequences of this trend – including those affecting opinion formation and fake news.

One newspaper for the region. One for world events. One for sports, plus separate magazines for women, car buffs, and families. Not too long ago, mail carriers were busily filling our mailboxes with these offerings. And most of us in Switzerland remember how neatly tied stacks of newspapers for recycling would line the streets. How quickly, and how radically, this has changed! Now that the Internet has entered everyday life, more and more people have been reading – if reading at all – news and stories online. Digital media have replaced printer’s ink and paper. And we no longer know who is using which media, nor how regular this use is.

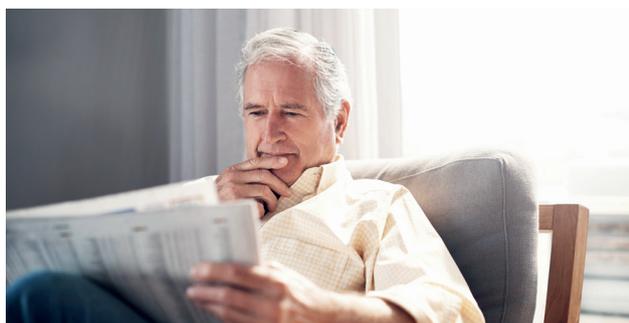
Learning more about media consumption in Switzerland was the focus of in-depth studies at the University of Zurich’s Department of Communication and Media Research (IKMZ) and the Center for Research on the Public Sphere and Society (fög). Linards Udris, media sociologist and deputy head of research at fög, presented the findings as well as background information, trends, and consequences at the Consenec Impuls event held in November 2021. “How many people here still read a newspaper?” asked Linards Udris, as he opened his talk at Trafo Baden. He watched as numerous hands go up. “And who gets information from the Internet?” Almost as many hands were raised. Udris argued that the seemingly

simple question as to who stills reads the newspaper “goes straight to the heart of a society and a democracy.” Because the way we obtain information and the formats in which we discuss different topics “correlate directly with how we find our information.”

“As a society, we must afford high-quality journalism.”

Big generation gap

Obtaining information from carefully researched articles and reports in print media or – even better – television broadcasts and paying for the service: evidence says that the generation over 50 still consults these channels. And even though people over 50 also increasingly consume online news and engage in discussions on social media, many of them still enjoy getting the morning paper or listening

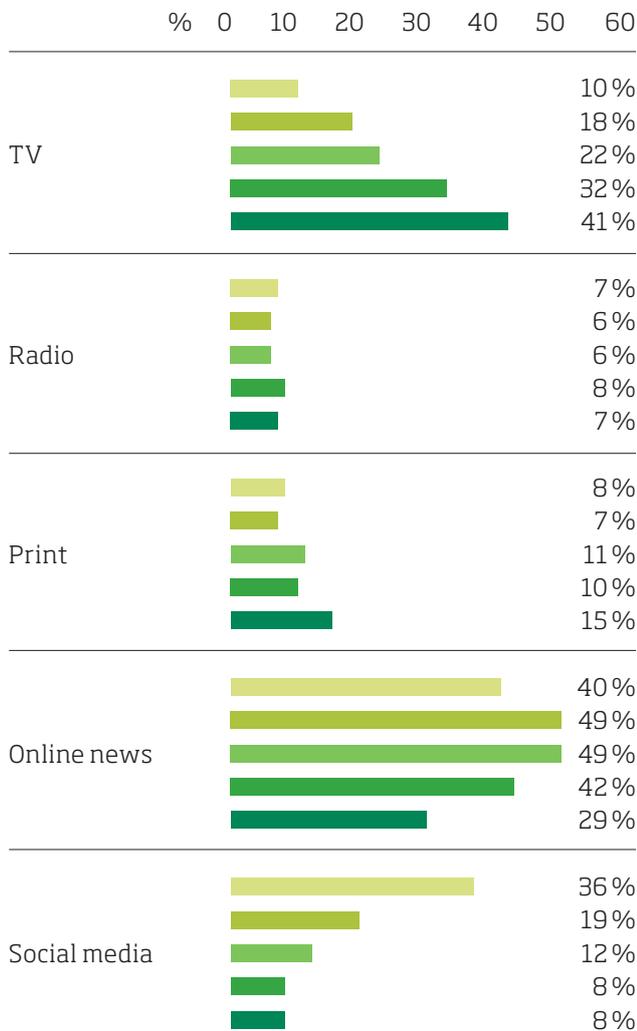


Reading the paper is still common among the generation over 55 ...



... while young people prefer social media.

- 18-24 years
- 25-34 years
- 35-44 years
- 45-55 years
- 55+ years



There is a distinct generation gap in media use.

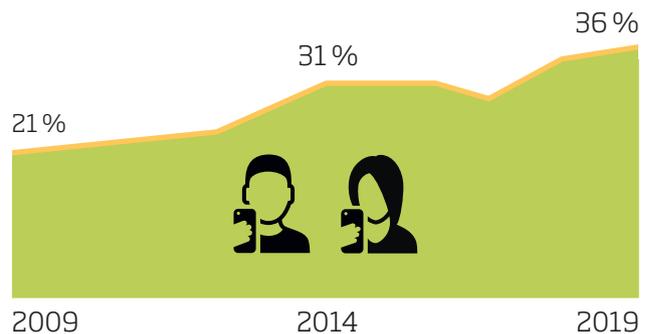
to in-depth news analyses on the radio, with over 40 percent saying they watch the evening news on television. But print products now take a back seat to electronic media even for the highest age group surveyed.

Udris also pointed out that there are major differences between generations: "Among 18- to 24-year-olds, only 10 percent say they watch the news on television." Social media platforms are the main source of information for more than a third of this demographic. In so many words: TV for the old, social media for the young. "Research findings suggest that this trend will continue," Udris explained, especially as people who mainly use social media

will keep doing so, even later in life. That said, all generations frequently consult online newspapers and news apps.

Reading the news by chance

The younger the media users are, the less interested they seem to be in well-researched reporting from reliable sources. Linards Udris said that many young people hear the news more by chance than through targeted actions. Recently labeled the "news deprived," they make up 36 percent of all media consumers - the largest user group according to the latest surveys. The members of this ever-expanding cohort rarely watch public television, nor do they consult print media or the online services of traditional newspapers.



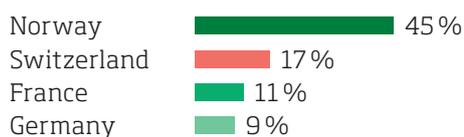
Accessing information from free commuter newspapers and social media: the "news deprived" are now the largest user group.

"When these 'news deprived' individuals do procure information, then generally by reading free newspapers or social media," Udris said. Because entertainment and social networking dominate these channels, an environment emerges in which the news has a hard time spreading: "These users assume they'll eventually find out when something important occurs." He explained that we shouldn't think young people refuse to inform themselves point blank - the problem is that very little information circulates in these types of environments. This is mainly because social media platforms utilize algorithms - which are generally based on emotional responses - to steer the flow of information. Udris pointed to the well-known giants: Alphabet, the parent company of Google and YouTube, and Meta, which owns Facebook, Instagram, and WhatsApp, saying, "These organizations are leaving a major imprint on the form

our infrastructures take and how the relationship between media use, journalism funding, and journalism quality plays out.”

News should cost as little as possible

With this trend, information is increasingly losing importance, and its value is decreasing. Udris also pointed out that users’ willingness to pay for online news is extremely low, despite the fact that more and more Swiss citizens are consuming content from these channels. “Only 17 percent of those surveyed said that they paid a fee for online news in the past year.” These numbers are a little higher than in Germany, but much lower than in Scandinavia.



Willingness to pay for online news is low.

Because why pay if you can have it for free? People with this attitude said they’d be more willing to pay a (low) flat-rate fee enabling them to access a whole range of services. “This development is not good for media houses,” Udris said, “as it means it’s impossible to generate enough revenue through online services.” This is one of the reasons why subscription rates for

print newspapers have skyrocketed in the past several years: the funds are needed to subsidize their online journalism.

Nor are the prospects very rosy for advertising revenues in Swiss journalism, whether print or online. “In Switzerland, the pie is getting smaller and smaller, with the majority of global online advertising revenue going to Google and Facebook.”

Fertile ground for fake news

How are these developments impacting society? It’s a fact that fake news has proliferated. Fortunately, a large percentage of the Swiss population across all age groups understands this, as an online survey held at the end of 2020 confirmed.

The respondents were well able to identify the kind of information that should be taken with a grain of salt, and they knew when and where they should be careful to check potentially false information. For important news, the Swiss continue to rely on traditional media channels.

Linards Udris said this finding is highly relevant, as it shows that we still need professional journalism. “Present-day society is based on Enlightenment values and, as such, we maintain an interest in a functioning public sphere. We can and must afford high-quality journalism – politics, the economy, and the whole of society reap the benefits.”



Percentages of false information identified in a representative online survey.

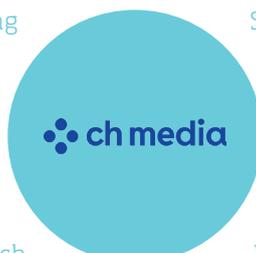
Media Concentration in Switzerland: Brands of the Four Largest Media Houses

24heures 20 Minuten 20 Minutes
20 Minuten Friday 20 Minuten Radio
20 Minuti Alpha Kadermagazin
Basler Zeitung Berner Oberländer
Bilan BZ Berner Zeitung Das Magazin
Der Bund Der Landbote Encore!
Femina Finanz und Wirtschaft GuideTV



Langenthaler Tagblatt Le Matin Dimanche
Schweizer Familie Signé Genève
Sihltaler Sonntags Zeitung Tages Anzeiger
Thalwiler Anzeiger Thuner Tagblatt
Tribune de Genève Tribune des Arts
TV täglich Zürcher Unterländer
Zürichsee Zeitung Züritipp

3+ 4+ 5+ 6+ Aargauer Zeitung
Anzeiger aus dem Bezirk Affoltern
Anzeiger Luzern Appenzeller Zeitung
Badener Tagblatt Berner Landbote
bz-Zeitung Fit for Life FM1Today
Grenchner Stadt Anzeiger
Grenchner Tagblatt
Lenzburger Bezirk-Anzeiger
Limmataler Zeitung Limmatwelle
Luzerner Zeitung Natürlich
Nidwaldner Zeitung Oberbaselbieter Zeitung
Obwaldner Zeitung Oltener Tagblatt Radio 24



Radio 32 Radio Argovia Radio FM1 Radio Melody
Radio Pilatus S1 Schweiz am Wochenende
Schweizer Musikzeitung Solothurner Zeitung
Stadt Anzeiger St. Galler Tagblatt
Tagblatt Tele 1 Tele Bärn Tele M1
TeleZüri Thurgauer Zeitung
Toggenburger Tagblatt TV24 TV25
TVO Urner Zeitung Virgin Radio
Werdenberger & Obertoggenburger
Wiler Zeitung Wir Eltern WochenBlatt
Wochenzeitung «A» Wohnrevue Zugerbieter
Zuger Presse Zuger Tagblatt Zuger Zeitung

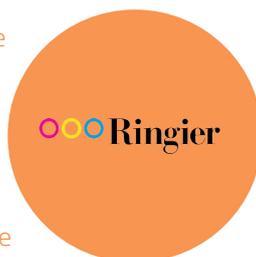
50 % share in CH Media

Neue Zürcher Zeitung
NZZ am Sonntag
NZZ Edition
NZZ Folio



NZZ Geschichte
Residence
Z

al dente Beobachter Bilanz Bilanz Home
Blick Blick TV Bolero Cash DOMO
Energy Basel Energy Bern Energy Radio
Energy TV EnergyZürich GlücksPost
Handelszeitung IZZymag
LandLiebe TV Le Temps L'illustré
PME Magazine Schweizer Bergliebe



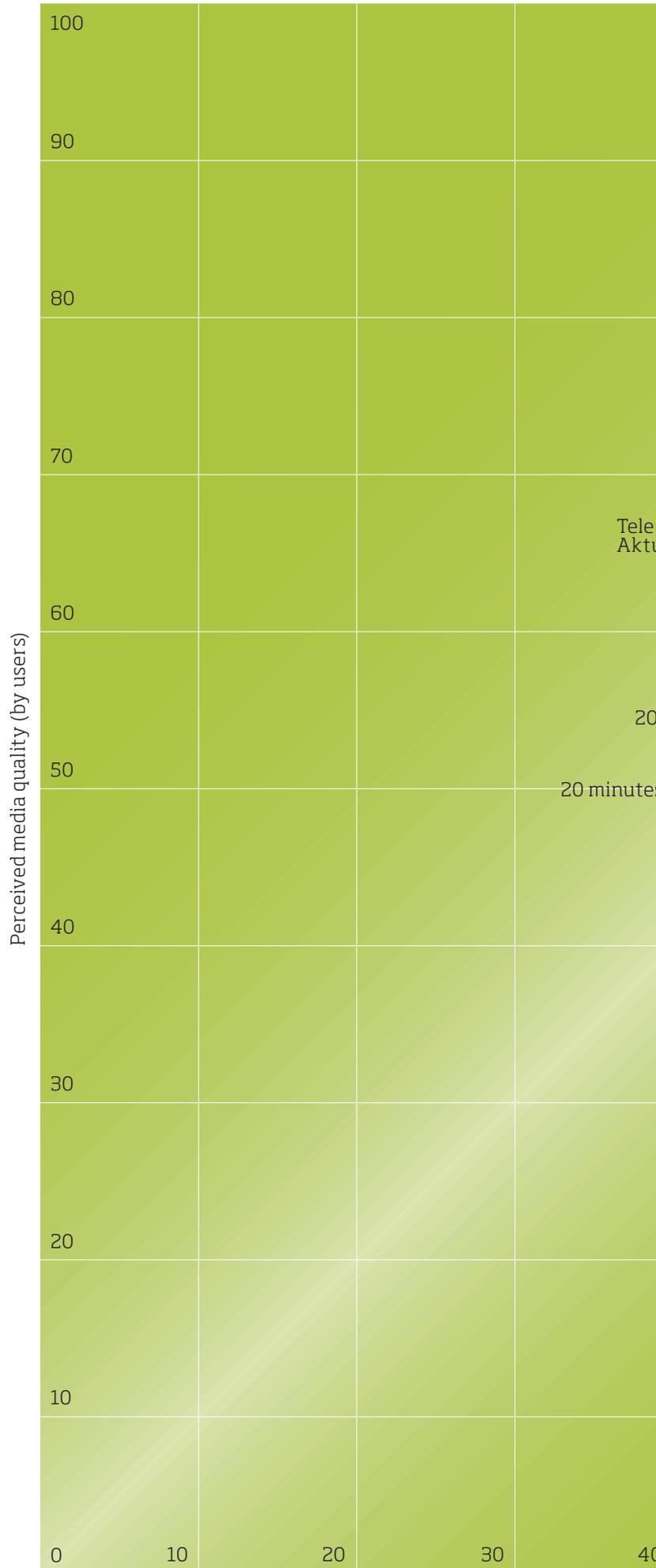
Schweizer Illustrierte Schweizer Landliebe
SI Grün Schweizer Versicherung
SI Sport SI Travel SI Auto SI Golf
SonntagsBlick SonntagsBlick Magazin
T Magazine TV4 Style Tele TV-Star
TV täglich TV8 TV Land & Lüt

(Source: company websites)

Concentration of media ownership weakens journalistic competition

To form a political opinion, the population of a democratic nation must have access to factual and well-founded reporting. But media pluralism has been in decline for years. The blunt fact is that journalism is increasingly difficult to finance. Swiss magazines and newspapers - once so thriving - have drastically dwindled in number. Today, just a few media companies dominate the field. Moreover, a growing number of publications share their content, a trend that weakens competition in publishing, and the media channels that remain often publish identical background articles or opinion pieces. This practice isn't limited to sports and culture or matters of business and society - it also concerns highly sensitive political topics. The consequence is a lack of diversity in opinion.

On the bright side: media sociologist Linards Udris says the quality of most journalistic output is still very good. This statement is backed by findings from a content analysis of some 60 media providers and roughly 19,000 articles. The best results were attained by Swiss radio broadcasts in the German-, French-, and Italian-speaking regions, followed by public television as well as daily and weekend newspapers. Commuter and tabloid newspapers figure at the bottom of the ranking, as seen in the chart.



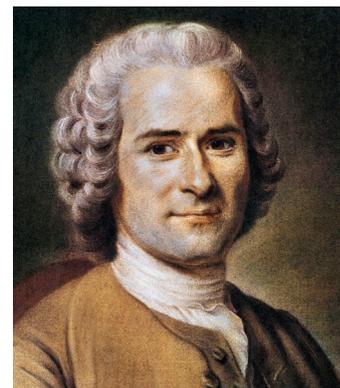
Lies, Then and Now

Fake news wasn't invented by Twitter or Trump. Humans have always lied, cheated, and faked it.

One of Europe's most powerful dynasties - the House of Habsburg - began its ascent with a swindle. It took place in the 14th century, when Emperor Charles IV charged the seven prince-electors with naming his successor as Holy Roman Emperor. But no member of the Habsburg family was represented among the seven, a fact that greatly angered paterfamilias Rudolph IV. And so he had an imperial document drawn up: the famous **Privilegium Maius**. The deed, which bestowed privileges upon to individuals, numbers among the most successful forgeries of all time. To be sure, Charles IV had his doubts and had the deed



examined by an expert, who promptly declared: "Fake!" But Charles exercised leniency and granted the Habsburgs additional rights. Some 100 years later, the reigning emperor - who just so happened to be a Habsburg - officially recognized the Privilegium Maius as an authentic document ... and the family's rise to power could proceed unhindered.



armed, the peasants then turned their weapons against feudal lords and the nobility, burning property deeds and looting castles. The feudal system was abolished in August of 1789, and the rest, as it were, is history: France transformed into a republic with governmental ministries and a free market economy. In this case, fake news led to a happy ending - but for the people, not the ruling class.

Dead, or not dead? "The Pope Dies." The title emblazoned on Switzerland's Blick newspaper in early June 1963 sent Catholics into deep mourning. But - although Pope John XXIII was seriously ill - he was still alive when the headline ran.

France in 1789. The harvest was poor. The price of bread was rising. The people were starving. "If they have no bread, let them eat cake." **Queen Marie Antoinette's** words further fueled the animosity the population harbored for the decadent noble classes. The Parisians mounted the barricades and stormed the Bastille - a revolution ensued. It was all partly due to fake news: Marie Antoinette never spoke those famous words. They had been penned years earlier by philosopher **Jean-Jacques Rousseau**. And then there was "la grande peur" - the great fear. Yet more false information drove rural communities to take up arms to protect themselves against - fictive - marauding bands of robbers. Once they were

A similar faux pas occurred at German news agency Deutsche Presse-Agentur less than a year later, on 13 April 1964, when a newsflash was published: Soviet leader **Nikita Sergeyevich Khrushchev** had died suddenly, four days before his 70th birthday. The cause was acute hephocapalytirosises - a fictive disease made up of a string of nonsensical, Greek sounding syllables. "It's a canard," was the newsflash sent 15 minutes later. The origins of the hoax remain a mystery to this day.





Brazen reporters have often made for good headlines.

Michael Born is one example. In the 1990s, he aired over 30 documentaries on German stations like Stern TV and Spiegel TV.

In one, he

discussed a German cell of the white supremacist group Ku Klux Klan. It was later discovered that it was Born's friends who had donned the white-hooded robes - just to help him publish a good story.

A very recent case concerns **Claas Relotius** - a journalist with the magazine "Der Spiegel" and a successful career in German-speaking media. But in 2018, his reporter colleague Juan Moreno found evidence that most of Relotius's prize-winning reports were pure fabrications.



And then there was the cringe-worthy episode at German magazine "Stern" in 1983. The headline "Hitler's diaries discovered" may have been true - but the content published was a hoax, from start to finish.

Whataboutism

Her: "It's scandalous that we women still earn so much less than men." Him: "And what about us? We have to serve in the army, and we die younger." It's a discussion that is unlikely to achieve any results - like the following example. A: "We should be vegans, it's better for the environment." B: "Vegans fly when they go on vacation." In both cases, a lack of good counter-arguments distracts from the actual topic. Clear examples of "whataboutism."

Donald Trump was a master in the practice - also called whataboutery - in which a speaker tries to manipulate and derail a discussion. Rhetorical twists are used to respond to a critical, difficult question with a provocative counter-question. Seemingly rational arguments are used to discredit or accuse an opponent of hypocrisy - and ultimately sabotage the actual discussion. Whataboutism is also a tool of sophistry: the (questionable) art of maintaining the upper hand in a discussion, despite lacking valid arguments.

Recommended Reading



How we are being taken for fools with twisted truths. Conspiracy theories about the moon landing, 9/11, chemtrails, and the Hollow Earth concept: German physicist Holm Gero Hümmler disproves them all, one by one, with his careful, in-depth analyses of controversial assertions made in the worlds of science and technology. Hümmler's findings are

startling, while the explanations he presents are often surprisingly simple. People who seek honest answers as well as ideas for their own research and opinions will particularly appreciate this book. Published by S. Hirzel Verlag ISBN 978-3-7776-3094-6, EAN 9783777630953

Ready for Business

Last year Consenec welcomed five new senior managers to the team. Until recently, the former executives were making their mark in key positions at ABB Switzerland, Alstom/Bombardier and Hitachi. Now they're offering their expertise, competence, and experience to Consenec clients as interim managers, project leaders, and corporate consultants. Or they take on assignments as mediators and coaches. Reliable, dedicated, flexible - and focused on their client's individual needs.

Before joining Consenec, electrical engineer **Peter Hansen** held the position of Business Transformation Manager for Hitachi ABB Power Grids Ltd. As global head of Grid Automation Systems, he was highly successful in marketing and distribution as well as in company restructuring and process optimization; he also developed strategies and oversaw their successful implementation. At Consenec, he takes on assignments in interim and change management, organizational coaching, and development, and he advises leaders of international companies. In English, Danish, or German, as the client wishes.

Real estate and finance, strategic operative controlling: these are the specialities of **Ralf Jäger**, until recently CFO at ABB Real Estate Ltd. After earning his diploma in business administration at the Kempten University of Applied Sciences, he completed his studies in information sciences at the University of Konstanz and obtained his master's degree in real estate management in London. He looks back on extensive international experience in real estate management, business controlling, and repositioning organizations. As a Consenec senior manager, he offers services in interim and change management, M&A projects, mediation, coaching, and more - in German, English, or French.



Peter Hansen



Ralf Jäger

Engineer **Manfred Kraxenberger** studied physics at the Munich University of Applied Sciences. His core interests at Consenec are project management and program management coaching, interim management of business and production units, and business process analysis. In his most recent role as plant manager at Hitachi ABB Power Grids Semiconductors, he gained in-depth experience in factory management, program and project management, technology development and transfer, automation, and change management. He speaks German and English.

Board of Directors

Ingo Fritschi, Delegate of the Board and CEO
Urs Gribi, Member of the Board
Volker Stephan, President of the Board
Adrian Zurbriggen, Member of the Board

Management

Ingo Fritschi, CEO
Christian Müntener, Finances
Deputy CEO



Manfred
Kraxenberger



André Kuntz



Stefan Ramseier

As an electrical engineer with a PhD in business administration, **André Kuntz** brings an extensive skillset to his work. At Alstom/Bombardier he led global project management, processes, and systems, serving as vice president when Bombardier's train unit was integrated. In an earlier role as head of procurement in international business units, he acquired in-depth knowledge of the railroad and supplier industry; he also gained experience in acquisitions, preparation and execution of company mergers, and the optimization of business processes and organizations. At Consenec, his focus is on assignments in interim and project management.

Until recently, **Stefan Ramseier** was director of the ABB Research Center. Now, the versatile and well-connected ETH engineer is offering his expertise to Consenec clients in diverse areas such as interim management of local or global R&D organizations, HR management and development, coaching, and project and change management. Other areas of interest include process, strategy, and organization development; he also takes on assignments in technology transfer and works with universities.

Complex Jobs, Elegant Solutions

No matter how difficult the assignment, Consenec senior managers are up to the challenge. Thanks to their expertise and experience, they're well positioned to find the best solutions for their clients - as seen in the following examples.

Example 1

Client

Project Management

Unit of an international technology company

Job

Migration of an Enterprise Resource Planning (ERP) System into a new corporate environment
6 months

Duration

Consenec

Senior Manager

Philippe Pfeffer



Throughout the ERP migration project, the Consenec senior manager ensures that both companies are operational on day 1 - at the start of the 2021 financial year - and that there are no major interruptions in the target ERP system. Fully functional business processes with all connected interfaces must be guaranteed within the target ERP system; here it is important that the data migrated from the source ERP to the target ERP are validated and that the organization is operational in the new system. The Consenec manager ensures that key internal and external stakeholders are kept up to date on the main changes.

Example 2

Client

Interim Management

A governmental unit

Job

Leading a team to implement Covid-related measures
8 months

Duration

Consenec

Senior Manager

Martin Hutzli



The client has developed a web-based application for processing financial aid payments to companies adversely affected by the coronavirus pandemic. The Consenec senior manager takes over the team responsible for these services. He remains in charge of paying out these benefits in accordance with the relevant guidelines until the program is discontinued; all activities are coordinated with the responsible governmental offices.

Example 3

Client

Interim Management

A major international technology company

Job

Leading the European business, a unit with 17 factories and approximately 4,000 employees
June 2020 until further notice

Duration

Consenec

Senior Manager

Peter Maritz



The Consenec senior manager is responsible for merging regional units Central and Southern Europe and Northern Europe and establishing efficient management practices. The merger also involves streamlining structures, consolidating locations, relocating products, and further expanding the sites in Eastern Europe. At the same time, an engineering service center with 250 well-qualified engineers is being set up in India. Thanks to the improved cost structure, the unit sees significant growth and a substantial increase in earnings. During the same period, the senior manager oversees the carve-out from the former group and leads the integration into the new company for the units reporting to him. The introduction of a global, company-wide ERP system is scheduled for the coming year.

More projects with detailed descriptions at www.consenec.ch

Revolution in the World of Work



Gudela Grote
Professor of Work
and Organizational
Psychology at ETH
Zurich

The pandemic catapulted the world of work into a completely new era - a shift that inspired Consenec to hold a virtual Impuls event addressing the challenges and chances of new employment models.

May 2021 - In her talk "Revolution in the World of Work," ETH professor Gudela Grote discussed the complex, multi-layered aspects of current changes in how we work. She presented findings from studies on how employees experience working from home and virtual meetings, addressing a broad range of issues, including social isolation and blurred boundaries between work and home, efficiency traps, work organization, and trust. She believes initiating wider debate on how we experience work is critical, as is encouraging bolder experimentation and adapting HR tools to the new situation. She summed up her talk with the following observation: "The real revolution will happen at the structural level," adding that the most important questions concern the kind of jobs we will have a few years from now as well as how entire industries will be required to reorient their businesses. A video of the presentation is available at: www.youtube.com/Consenec

Our Clients

ABB
Alstom/Bombardier
Ansaldo
Hitachi

ABB Real Estate Ltd., Baden
ABB Wohlfahrtsstiftung, Baden
AVADIS Investment Foundation, Zurich
AVADIS Vorsorge AG, Zurich
AVADIS Vermögensbildung SICAV, Zurich
Bridgestep AG, Zurich
ELMA Electronic Ltd., Wetzikon
ENGIE Services Ltd., Zurich
Field Core Service Solutions, Baden
GE Steam Power GmbH, Baden
InnovAARE AG, Villigen
libs, Baden
Liebherr-Transportation Systems, Korneuburg
4 PL Central Station Group, Basel
Rochem Group, Zug

(Selection)

Credits

© Consenec AG, Baden-Daettwil
Text
themertext, Therese Marty, Zug
Design
Comuniqu, Zurich
Photography
Beautyshooting GmbH, Baden
Translation
tran-scribe, Mary Carozza, Oberrohrdorf
Proofreading
Supertext, Zurich
Lithography
Media Fabrik AG, Zurich
Printed by
Mikro + Repro AG, Baden-Daettwil

Consenec Senior Managers - Expertise, Efficiency, Experience

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

Individual Consulting
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 Heller

Sales and Marketing
Strategy
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
Individual Consulting

Peter Hansen

Interim Management
Operational Excellence
Change Management
Sales and Marketing
Human Resources

Philippe Crausaz

Sales and Marketing
Change Management
Strategy
Project Management

Adrian Frei

Project Management
Interim Management

Kurt Gwerder

Finance
Project Management
Interim Management

Werner Hofbauer

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

Whether for a few weeks, several months, a year, or longer: Consenec senior managers will step in for as long as the task at hand requires. They take on assignments as corporate consultants, project leaders, or interim managers in a broad range of business areas, both in Switzerland and abroad. Capable, reliable, flexible.

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 Strategy
 Project Management
 Interim Management

Roger Klee
 Change Management
 Human Resources

André Kuntz
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 Operational Excellence
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 Interim Management
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Renato Merz
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 Interim Management

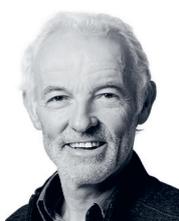
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Manfred Kraxenberger
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