



## Tanja Sara Hegglin - Expert HR experience in excess of 20 years

For more than 20 years Tanja has been leading the HR Department of Swiss Companies in different industries, located in Switzerland, Hong Kong and New York. In this role she was responsible for the strategical and operational HR lifecycle incl. budgeting, compensation & benefits, social insurances and law. Leading different project such as building HR strategies, development programs, implementing salary grading systems, as well as project lead for different digital topics. She is used to solve urgent entrepreneurial challenges in **situations of rapid changes (SRC)** for SMEs.

As a manager of the Zurich strategy consulting, "Leverage Experts", she advises and supports entrepreneurs and HR Teams in all kind of HR topics. Tanja helps in a professional and hands-on matter to guide and support SME companies to be prepared as an employer of choice.

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<b>Social Insurances</b>	<b>HR Strategy</b>	<b>Get-Things-Done</b>	<b>Digital Transformation</b>	<b>Areas of Expertise</b>
	<b>Corporate Culture</b>	<b>Leadership</b>		HR Strategy · Leadership · Corporate Culture
	<b>Compensation &amp; Benefits</b>	<b>Coaching for Leaders and Employees</b>		Compensation & Benefits · Social Insurances
	<b>Development Program</b>	<b>Change Management</b>		Coaching for Leaders and Employees
	<b>Internationalization</b>			Development Program · Get-Things-Done
				Internationalization · Digital Transformation
				Change Management

### I believe

"HR as a strategic business partner guides proactively the company and its leaders in all HR matters and provides the highest quality support services to make the company the leading employer of choice!"

### I deliver

"High professional HR knowledge in the complete HR lifecycle, entrepreneurial behavior with a balance of social competences and empathy."

### I create

"Strategic options for CEO and management as operational survey of HR teams."

## Professional Experience (et al.)

### Management Consulting HR – Change & Transformation

Family business in the fashion industry with different POS in Switzerland

Development of an HR audit, review and automation of HR processes, revision of employment contracts, HR- and pension regulations.

### European Production Company with 7 Locations and 3000 Employees

Development and support of a grading, compensation & benefit model.

### Company in the Luxury Industry - Switzerland – Hong Kong – New York

Leading the HR department for all group companies incl. the subsidiaries and business unites. Building up the overseas activities in all HR matters.

- ✓ Proven leadership and communication planning qualities.
- ✓ Implementing the HR strategy.
- ✓ Developing a strong employer of choice foundation.
- ✓ Recruitment of management staff and support the onboarding.
- ✓ Establish talent development programs.
- ✓ Establish KPI's, budgets and controlling tools for all HR related matters.
- ✓ Plan and implement actions in crisis situations.

**Leverage Experts AG (LE)** was founded in 2012 as an independent group of interdisciplinary experts in Zurich. The experienced team supports companies in complex and critical challenges with a strategic mind set and passion for implementation. LE focuses on **Situations of Rapid Change**, transformation, restructuring, crisis-, and turnaround management. LE implements corporate and growth strategies, accompanies entrepreneurs through crisis situations, is involved in (digital) transformation and restructuring processes and is experienced in M&A and Corporate Finance. A branch in Germany was established in 2021, and close partnerships exist in North America. The team of Leverage Experts enables an active and effective shaping of the future - At short notice, with high impact.