

# Pilots, Passengers and Cabin Crew

## How to reach Cloud 9?

22 September 2017  
Haus der Universität, Berne

### Flight schedule

**9:15 Security check**  
Registration

**9:30 At the gate**  
Welcome and introduction by  
Lisa Isler, Director cinfo

**10:15 Joint take-off**

Panel discussion on onboarding practices in the private and public sectors

Introduction to group sessions taking place after the break

Panellists:

- **Tulu Hamidi**, HR Marketing Manager at Swisscom
- **Susanne Mehr**, Research fellow at the Chair of HR Management, University of Zurich
- **Paolo Gallo**, Chief Human Resources Officer, World Economic Forum



**11:00 Passenger Inflight Services**



**11:30 Interactive parallel sessions**

**Maiden flight**

What are good practices where training institutions prepare interns for field assignments and internships with NGOs? Where are new opportunities for collaboration between training institutions and host organisations?

**Nancy Bourgeois-Lüthi**, researcher, coordinator for internship at BA International Agronomy, School of Agricultural, Forest and Food Sciences (HAFL)

**Between Cessna and Concorde**

What are the challenges of onboarding outsiders who enter an organisation at management level? What structures and procedures facilitate an effective onboarding? How long does the onboarding process last?

**Kai von Rappard**, independent consultant, Improvement Group AG

Feedback to plenary



**What is the design of your uniforms?**

How can we find a balance between «value-fit» and «technical-fit» in a recruitment process? What other aspects are relevant in the recruitment process today? What are the trends?

Prepared by **Martina Wüthrich**, independent consultant, previously HR at Swiss Agency for Development and Cooperation (SDC). Presented by **Lisa Isler**, Director cinfo.

**Frequent flyers**

Are there any current practices, which prepare staff for second or third assignment at HQ?

**Lisa Lang**, Chief HR Field Staff at the Humanitarian Aid of the Swiss Agency for Development and Cooperation (SDC)

**13:00 Passenger Inflight Services**



**14:15 Taking off on another plane**

Onboard-keeping, is it luck or strategy? Presentation of key findings of two relevant cinfo studies

**Anne Richmond**, international Training and HR consultant, Korat Consulting, Canada

**André Geissmann**, Research coordinator, cinfo

**15:10 Long-haul flights**

How do we keep a talent onboard to meet the needs of both the individual and the organisation? Group discussions with a focus on solutions



**16:10 Reaching our final destination**

Feedback to plenary

**16:45 A final view from above**

Summing up Symposium results and a short glimpse on offboarding practices



**17:15 End of Symposium**