

## Changemakers in Crime

Tension? We love it. Because it generates drive. Problems? We think they're thrilling. Because they open up new opportunities. Complexity? Spurs us on. Because it calls us to see things clearly.

As a social system in bonsai format, we have remixed all our experience. The cocktail: many years of expertise in organisational and personnel development in various sectors, psychological and business management know-how plus a healthy dose of tenacity and humour.

### Conny Zehnder Meier | Managing Partner

*Personnel and organisational developer with an insatiable curiosity for Visavis and its stories. Enthusiastic about the effectiveness of systemic thinking and acting.*



Conny Zehnder has an eye on people and their potential. In the right place and with the right team, they can achieve extraordinary things and move mountains. The industrial and organisational psychologist and career consultant contributed this conviction to one of the Big Four for many years - the focus was on talent development, performance and potential assessment as well as leadership development. In an international SME in the metal industry she later successfully managed the department "people and organisational development" at the company. Today she supports clients as Managing Partner of iDevelop according to the maxim: When tension turns into drive, problems become opportunities.

### Education

- Systemic Organisational Consultant BSO (Institute for Systemic Impulses, Zurich)
- Systemic Coach (Institute for Systemic Impulses, Zurich)
- MAS in Psychology of Career Counselling and Human Resources Management (University of Zurich, Bern and Fribourg)
- Federal Diploma in Vocational, Academic and Career Guidance (University of Zurich, Berne and Fribourg)
- CAS in Project Management (ZHAW)
- Licentiate in psychology with a minor in Political Science, specialising in Social and Clinical Psychology (University of Fribourg and Bern)
- Brain Gym (Core Baden)
- Commercial high school diploma E (Baden cantonal school)

### Language skills

German: native, English: fluent, Danish: fluent, French: good knowledge

### Passion

- turns night into day as the owl of the team
- loves to read and travel with her family through foreign countries and everyday life
- has a weakness for Scandinavia, wind and porcelain
- likes the forest and the sea because that's where she can collect her thoughts
- loves to walk through unknown cities
- appreciates debating and philosophising in good company and reflecting alone
- cannot stand bright light and therefore has a preference for candles and dimmers

### Contact - Real experience lies in exchange.

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## Isabelle Decurtins | Managing Partner

*Personnel and organisational developer with a mischievous and relentless attitude. Inspired by people who grow on themselves.*



People, their stories and talents make Isabelle Decurtins' heart beat faster. The banker and business economist finally found her vocation in talent management in the financial sector. For many years she supported top executives at a large Swiss bank on their development path. The focus was on talent and leadership development as well as dialogue- and development-based performance management. Today, as Managing Partner at iDevelop, she supports clients according to the maxim: When meaningful tasks, inner conviction, willingness to change and a pinch of craziness combine, success is almost unstoppable.

### Education

- Systemic Organisational Consultant BSO (Institute for Systemic Impulses, Zurich)
- Systemic Coach (Institute for Systemic Impulses, Zurich)
- Swiss Federal Certificate as Trainer (EB Zurich)
- SVEB certificate (EB Zurich)
- Methods for systemic transaction analysis (Profession GmbH, Ansbach, Germany)
- Bachelor of Business Administration, specialisation in Accounting and Controlling (ZHAW School of Management and Law, Zurich)
- Commercial apprenticeship (Zürcher Kantonalbank)

### Language skills

German: native, English: good knowledge, French: good knowledge

### Passion

- catches the early worm as a lark in the team
- likes Salsa rhythms and has a weakness for decorative items from all over the world
- has the most creative ideas in outdoor sports
- likes to laugh a lot, especially about herself
- loves the dishes her other half cooks in the all-male household
- goes far for philosophical discussions in good company with a glass of wine - or two
- probably won't succeed in a career as a yogi in her spare time due to a lack of talent

### Contact - Real experience lies in exchange.

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