

Curriculum Vitae – August 2017

André Schwaninger

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Linkedin: 600+ business connections [Link](#)
Born: 15 april 1970, Switzerland, Swiss national
Status: Married, 2 children



Education

2000-today	Management Education (Accenture - Chicago / Deloitte - London) Industry Insight, Digital Innovation, Leadership, Finance, Sales Effectiveness
1990-1995	ETH Zurich (Swiss Federal Institute of Technology, Zurich) Master in Science (Physics) ETH Zurich 1990-1995; Thesis in Applied Physics: Quantum-electrodynamics; Focus areas: Semiconductor physics; AI & Neur.networks
1986-1990	'Gymnasium', Zofingen, Switzerland, Matura C: top 5%, focus area: mathematics

Key Competencies & areas of expertise

Competencies:

Andre offers a rare combination of skills & behaviors:

- Business: Passionate market maker with 100% solution driven mindset
- Rational: Structured thinking & fast problem solving
- Social: Winning personality with strong ability to connect with stakeholders
- Innovation: Ability to create new ideas combining own and others experience

Leadership profile:

- Entrepreneur: 50% / Coach: 30% / Manager: 20%

Areas of expertise:

- C-Level interaction in many disciplines: sales, steering interaction, coaching
- Setup of professional services practice within utility industry (& other industries)
- Business strategy (market entry, target operating model, cost program)
- Program management, Integration programs, ERP programs
- Reorganization, organization design, organization development
- Digital program setup & implementation (POS automotive, eChange, Datahub)
- Leadership coaching (certified Leadership coach on C-Level)
- Process enablement in Sales-, HR-, procurement-function

Client statements:

"Andre gets things done" – Pierre Alain Graf, ex CEO, Swissgrid

"Excellent company introduction when I joined Axpo" – Andy Heiz, Head Axpo Power

"Very well connected personality" – Kurt Lanz, Lead UVEK, economiesuisse

Professional network (selection for Swiss Utility)

Swiss Admin & Associations:

- **Federal:** Doris Leuthard, Swiss President, (BR-Tripds 2016 Indonesia & Canada)
- **Economiesuisse:** Kurt Lanz Lead infrastructure, energy & environment (personal)
- **ETH:** Lino Guzella President (personal)
- **VSE:** Michael Frank, Director (projects & personal), Kurt Rohrbacher, President
- **BFE:** Christof Füegg, Mohamed Benhamed, Dr. Matthias Galus (grid & intl.)
- **VSGS:** Maurus Bachmann /Director, Oliver Krone/President (datahub studies)

Industry Board & CxOs:

- **Alpiq:** Jens Alder VRP, Urs Steiner VR, Markus Brokhof Trading, Thomas Habel CIO
- **Axpo:** Andy Heiz Lead Power, Domenico DeLuca Trading, Dieter Reichelt Grid
- **CKW:** Felix Graf CEO
- **BKW:** Christoph Bossel Grid, Renato Sturani CxO, Nicola Theoz CEO CC-energie
- **Swissgrid:** Adrian Bult VRP, Ives Zumwald CEO, Rainer Mühlberger CTO
- **Repower:** Kurt Bobst CEO, Fabio Bocchiola, Antonia Moz CIO (personal & project)
- **Romande Energie:** Pierre Alain Urech CEO, Philippe Dürr Sales (project)
- **IWB:** Markus Balmer Head Sales (project & personal)
- **Energie360:** Constantin Tönz CEO a.i. CFO, Andrea Zinsli GL & Lead Grid
- **Ebl:** Alain Jourdan (CFO), Philippe Kiener(CIO)
- **SAG/Swisspower/IBA/ebm:** contacts on ExeBoard & VP level

Alliances & partners:

- **SAP switzerland:** Huber Bodenwinkler Head Utility Switzerland
- **Neo technologies (SAP Utility Champion):** Jean Luc Philipona CEO
- **Ferranti Systems (ERP utility solution):** Mark Proost CEO (projects)
- **Swisscom:** Robert Gebel Head Banking & Industries (projects utility)
- **Avectris (IT service provider, Axpo):** Thomas Wettstein CEO (personal)
- **EVU partners (utility consultant):** Beat Huber VRP (personal & projects)
- **Bär & Karrer:** Phyllis Scholl (top 2 swiss utility lawyer)
- **peopleXpert:** Matthias Moelleney (top HR advisor Switzerland)

Work experience

07.2013 – 2017

Accenture AG, Zurich Office
Managing Director – Lead Utility Industry Switzerland

Responsibilities:

- Lead Utility Industry Switzerland.
Andre led the restart and growth of the Energy & Utility Industry. Average consulting & IT sales of 15MCHF p.a. . Type of work: 50% IT implementation / 50% Management Consulting

Roles:

- Sales & Business Development , Relationship Management, Marketing: 40%
- Engagement partner with project delivery & steering: 40%
- Practice building (team build & development): 20%

Utility industry expertise:

- Strategy: Cost reduction, Re-Organization, Business strategy, IT strategy
- Grid: Grid operations, asset management, grid outcarve
- Market: new business & energy innovation (demand response, digital)
- Digital & ERP: swiss wide datahub, data driven new business, 2 ERP programs

Relevant clients: (selection)

- Axpo, Alpiq, Repower, swissgrid, BKW, VSE, VSGS, Ebl, IWB, Energie360

Selected client engagements with Accenture:**#1: Swissgrid: Cost reduction program**

- Engagement partner for company wide cost reduction program. Team of 12 FTE.
- Client sponsor: CEO

#2: ebl: End2End ERP Implementation

- Engagement partner for 1.5 year new ERP implementation (MECOMS).
- Client sponsor: CFO & CIO

#3: Axpo: IT cost program in Power Division (nuclear power plants)

- Engagement partner for full scope IT cost program (4 months).
- Client sponsor: Head Power Axpo (ExeBoard member)

#4: Energie360 : New business strategy & business case

- Engagement partner for full scope IT cost program (4 months).
- Client sponsor: Head Power Axpo (ExeBoard member)

#5: Alpiq: SAP Implementation (Template Consolidation)

- Engagement steerco for 2.5 year new SAP implementation.
- Client sponsor: ex CFO

#6: VSE & VSGS & Swissgrid: Swiss datahub strategy / due-dilligence

- Engagement partner for datahub strategy/benefits case/preparation (8 months).
- Client sponsor: CEO swissgrid & director VSGS/VSE

#7: Swisscom(Telco): Utility industry business strategy review

- Engagement partner for go2market & outlook review.
- Client sponsor: Head Business Development & ExeBoard Member.

07.2007 – 2013

**Deloitte Consulting AG, Zurich Office
Director – Lead Utility Industry Switzerland****Responsibilities:**

- Consulting Lead Utility Industry Switzerland.
Andre led the foundation and growth of the Energy & Utility Industry for Deloitte Consulting starting from 2009. Annual sales: 2009: 0.5MCHF, 2010: 1.5MCHF, 2011: 3MCHF, 2012: 6MCHF. All sales numbers for management consulting.

Roles:

- Sales, Marketing, Relationship Management, Business Development: 50%
- Project Q&A, steering committee member, engagement director: 40%
- Practice building: 10%

Utility industry expertise:

- Distribution: Grid operations, asset management, grid outcarve
- Market: new product launch, energy innovations (SmartGrid, eMobility, HEMS)
- Corporate strategy

Relevant clients: (selection)

- Top 10 Utility companies in Switzerland
- Swissgrid (national TSO)
- International Energy Client - Oil & Gas (Global)

Selected client engagements with Deloitte:**#1: National TSO: Integration Program**

- Sales and engagement director for 18month national wide integration program for transmission grid assets. Covering business readiness for core business units (AssetManagement, Finance) including processes, IT, knowledge, contracts. Key element for successful integration is the continuous interaction & management of the 18 former asset-owners and transaction partners (18 largest Swiss utility companies). Deloitte team of 14-16 FTE to manage
- Client sponsor: CEO
- Program volume: 2011/12: 6+MCHF

#2: National TSO: Multiple projects

- Client sponsor: CEO, CFO, Head Asset Management
- Countries in scope: Switzerland
- Project period: 2011/12: (confidential)

#3: Multinational utility client: Organization strategy & Implementation of strategic options

- Organization strategy & implementation of key recommendations
- Strategic HR: Salary system, Performance management concept & implementation
- Leadership development strategy & implementation
- Program delivery and change management
- Client sponsor: CEO & Group Head HR
- Countries in scope: Switzerland, Germany, Italy, CEE
- Program volume: 2009/10: 1MCHF

#4: Multinational utility client: SAP Competence Center strategy & implementation

- Assessment and strategy definition for SAP CC
- Implementation of target operating model for SAP CC
- Client sponsor: CFO
- Countries in scope: Switzerland, Germany, Italy
- Program volume: 2011/12: 0.5MCHF

#6: Organisation Transformation / Leadership Development

- Growth Strategy for European Trading Company
- LS program for Executive Board
- Responsible for key account management, bid process, conceptual setup & delivery
- Client sponsor: Group MD & Group Head HR
- Delivery to Group ExeBoard members, local CxOs and management team
- Countries in scope: Switzerland, Germany, Austria
- Program volume: 2010-2012: 2M€

05.1999 – 09.2007

Accenture AG, Zurich Office

Senior Manager – Organization Design/Development & Workforce Transformation

Functional focus areas:

- Organization & Change Strategy
- Workforce Transformation & Effectiveness
- Knowledge Management
- Salesforce Effectiveness

Functional experience:

- Overall consulting business lifecycle: Business development; Client relationship management; Bid Management; Negotiating & Contracting; Strategy & business case setup; Project setup, controlling & management; Team leadership & development; Management of international rollouts; IT concept setup.

Industries:

- Telecommunications
- Energy, Oil&Gas
- Automotive
- Government
- LifeScience
- Insurance

Clients:

- Telstra Australia, National telecom incumbent (Australia)
- Large International Oil&Gas Company (Europe, Asia, Middle East, Africa)
- National government sector (Germany)
- German Premium Car Manufacturer(Europe, US)
- Insurance & Finance Company (Europe)
- Siemens(Germany), Telstra (Australia), BritishTelecom(UK)
- McGrawHill(UK/USA)
- Global Reinsurance Company (Switzerland)
- German Premium Car Manufacturer
- Novartis, Basel

Locations:

- Europe, UK, US, Asia, Middle East, Africa, Australia

Accenture references:

- Norbert Büning, Managing Partner, Düsseldorf. Relationship: Mentor & Friend
- Johannes Cruyff, Partner, Vienna. Relationship: Sparring partner & Friend
- Sarat Maitin, Partner, Automotive. Relationship: Sparring partner & Friend

06.1997 – 04.1999

RG Consulting, IT

Management Coach / Trainer

02.1996 – 02.1999

‘Gymnasium’ (College), Romanshorn

Teacher in Physics, Mathematics, Computer Science / Robotics

09.1995 – 02.1996

ETHZ (Swiss Federal Institute of Technology) Zurich

Scientific assistant. Research in Semiconductor/CMOS microsystem layer measurement methods in collaboration with swiss semiconductor industry

08.1994 – 11.1994

Oerlikon Contraves Defense, Zurich

Scientific assistant; Development of physical motion model for an military truck simulator

Languages

German	mother tongue (Swiss German & High German)
English*	fluent business & leisure (proven negotiation, business & presentation skills)
Italian	fluent
French	good to fluent

Extracurricular Activities

Leisure:	Family, Travel the Globe, Art Now, Photo (1+ photo each day), Travel & Cultures, Ski / Running / Surf, Science, Day Trading, Teaching Robotics for Kids
Interests:	Disruptive Business Models, Physics & Mathematics, Machine Learning, eMobility, SmartGrid, PowerSelling, Education

Memberships

ETH Alumni, IEEE

Military

Internal Auditor (2001-2003)	Swiss Army process & finance auditor
Instructor (2003-2006)	Leadership and communication Instructor for Swiss Army Officers.