



Dr. Thomas Sieber

Dr. iur. HSG, attorney at law, M.B.L., EMC INSEAD

November 22, 1965
married, 2 Kids

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Sieber Board Coach Ltd

My main fields of activity are the coaching of individuals or teams, focusing on the segment of boards of directors and executive management. Board assessments as well as mentoring are other areas where I am active. I also offer business mediation - with or without the participation of the respective legal representatives.

Person

I describe myself as a very value-oriented person. Integrity and authenticity are especially important to me. The combination of courage paired with high sensitivity distinguishes me. I am a reflective person and can deal with all sorts of difficult personal issues. I am a good sparring partner.

General Expertise

For more than 10 years, I was a member of the Baloise Group Executive Board as Head of Corporate Center (2007 to 2020); before I was General Counsel and Secretary to the Board of Directors of Baloise Holding AG. My first positions were legal counsel for Landis & Gyr and Siemens and at the law firm Lenz & Staehelin.

The Corporate Center of Baloise comprised the following areas:

- Group Strategy and Digital Transformation
- Group Human Resources
- Group Legal and Tax
- Group Compliance
- M&A
- Group Procurement
- Run off

In times of major change, my responsibility for strategy and culture, which I exercised in close cooperation with Group CEO and the GEB, certainly stands out. In recent years, the focus has been on making Baloise a more learning organisation and driving forward innovation. The adult Startup Friday is one of these fruits. I have led many major projects over the years (M&A transactions, restructuring, innovation projects, class actions). In addition, I was responsible for corporate governance and all tasks relating to the defence issue at Baloise.



Board Expertise

Due to my functions close to the Board of Directors as Head of the Corporate Center and in previous years as General Counsel and Secretary of the Board of Directors, I have had the opportunity to experience the Board of Directors of the Bâloise Holding AG through different lenses over many years. For more than 10 years, I was responsible for the Compensation Committee and was a permanent guest on the Audit and Risk Committee. I was Chairman of the Board of Directors of various regulated subsidiaries and board member of start-ups. I was also a member of the Board of Directors and the Audit Committee of the bi-national EuroAirport Basel Mulhouse for many years.

I wrote my INSEAD thesis on "speak up in Board Rooms"; I conducted both a quantitative survey and many qualitative interviews. A central finding was that committees that conduct joint reflection sessions have a higher psychological security and a stronger culture of dialogue (speak up culture).

In addition to official roles, I have certainly been a bridge builder between various interest groups and a coach/mentor for various stakeholders.

Education

- ICF (ACC) and Ipec CPC Coach accreditation (2021)
- Executive Master for Coaching and Consulting for Change (EMCCC), INSEAD, 2017-2019
- Coaching, Performance Consultants International, London; Level 1 and 2, 2016
- Education as Mediator at the University of Applied Sciences Northwestern Switzerland, 2014
- International Executive Development for senior management in Insurance and Financial Services, University of St. Gallen, 2007
- One-year scholarship of the Swiss National Fund for Doctoral Thesis, "Flexibilisation of Collective Labour Law through Collective Bargaining Law", University of Berkeley, CA and award of the Walther Hug Prize Switzerland for best doctoral thesis 1997
- Admitted to the bar, Zurich, 1994
- Law studies, Master of European and International Business Law (M.B.L.-HSG) and doctorate (summa cum laude), University of St. Gallen



Publications (coaching related in original language)

- Für eine offene Verwaltungsratskultur, Gastkommentar, NZZ 20. Juli 2020
- Managing Corporate Startups – Opportunities and Challenges, in: Governance of Ventures, Editor Michael Hilb, 2020.
- Improving Board Dynamics and Open Dialogue – how speaking up could transform corporate boards? INSEAD Thesis, 2019.

Associations

- Law and Economics Foundation, University St. Gallen (until 2020)
- Swipra Services, Panel of Experts (until 2020)
- Wave25.com (Co-Founder)
- ICF (International Coaching Federation)
- Swiss Association for Business Mediation
- Rotary Basel - President 2013 / 2014
- Association Young Basel - President 2005

Hobbies

- Traveling
- Sports (skiing, cross-country skiing, tennis, golf, hiking)
- Reading