



Governance at ISL

The International School of Lausanne is a not-for-profit association registered under the Swiss law.

The Association

The ISL Association is:

The ISL Association is a legal entity, registered as an Association under Swiss law, responsible for the affairs of the school. The Association is composed of the members of the Board and four members of the parent community. It is governed by the Board and registered with the *Registre du Commerce du Canton de Vaud*. A General Assembly is held once a year during which the finances and budget are approved and new members to the Board are elected.

The Board

The ISL Board is composed of eight to twelve members who are elected for three years at a time by a majority vote of Association Members at the Annual General Meeting of the Association.

Meetings of the Board take place periodically during the school year, and at least every two months. The School Director attends Board meetings without voting rights as do the Primary School Principal, the Secondary School Principal, the Head of Finance, the Director's Personal Assistant, two staff representatives (one representing the Primary School and one representing the Secondary School), and the PTA president. Other individuals can be invited to attend meetings in whole or in part as required.

The Board is composed of members who are representative of the community, who have shown commitment to the school and/or who possess skills that are critical to the Board. For more details on the nomination process and election of Board Members, please consult Article 7 of the statutes.

The Board Structure

A large portion of the Board's work is executed in, through, or with the support of various committees. The purpose of each committee is to oversee relevant issues on behalf of the Board, and/or to prepare recommendations for Board consideration and approval. In addition, the committees provide support and guidance to the Director and his staff, as and when relevant. The Director naturally plays a significant role in most of the committees. Furthermore, each committee may call upon additional assistance from members of staff and/or the school community.

Some of the committees are standing i.e. permanently active in one form or another, while others are more project, or specific-needs oriented and may be discontinued when their purpose is served. Once a year, the

Board meets specifically to establish a suitable committee structure for the coming period in order to best address the tasks and objectives laid down in the current version of the Strategic Plan.

The present ISL Board is organised into five committees as follows:

- Executive Committee - executive function and issues, communications, including community relations and information channels.
- Finance Committee - financial governance, advice and control.
- Governance Committee - governance issues, legal affairs and policy matters.
- Nominating Committee - new Board member candidate search, interviews and proposals.
- Quality and Standards Committee - to ensure that processes are in place to safeguard ISL's progression to Excellence in Education.

The Board Responsibility

The ISL Board is the guardian of the school and constantly monitors its success in fulfilling its mission. The Board and School Director therefore work in partnership to ensure that all the necessary conditions are provided to fulfil the aims defined by the school, anticipate what the needs might be in future and redefine the school's policies in accordance with those needs.

The ISL Board's responsibilities are defined as follows:

- Setting long-term vision
- Defining the mission
- Approving policies
- Ensuring adequate resources
- Recruiting, monitoring, assessing and retaining the Director
- Complying with legal standing and statutes
- Ensuring appropriate transparency and communication
- Assuring quality.

Who to contact

The Board employs the Director to lead the school. The Director and his staff are therefore responsible for all matters related to the day-to-day running of the school.

Issues relating to the overall functioning of the school should be addressed to the Operational Leadership Team which comprises the Director, the Secondary School Principal, the Primary School Principal, the Head of Marketing, the Head of Finance, the Head of Information Technology, the Head of Human Resources and the Head of Operations.

Issues relating to students in the Secondary School should be addressed to the Secondary School Educational Leadership Team which comprises the Secondary School Principal, the Middle School Principal, the High School Principal, the Assistant Principal – IB Diploma Programme Coordinator, and the Assistant Principal - IB MYP Coordinator.

Issues relating to students in the Primary School should be addressed to the Primary School Educational Leadership Team which comprises the Primary School Principal, the Assistant Primary School Principal and the Assistant Principal - IB PYP Coordinator.

Issues relating to student's performance in an individual class or subject should first be discussed with the relevant teacher.

Board Members

This year, the ISL Board is made up of the following members:

Mr Werner Barth

Werner was born in upper Bavaria in South of Germany, where he enjoyed his childhood and graduated with a German Abitur. In 1990 Werner graduated with a master's in Business Economics at the Ludwig Maximilian University in Munich. After that, he joined Philip Morris in Germany as Sales Representative in Berlin. His career at PMI led him through various functions in Marketing and Sales, foreign assignments in Spain and Belgium, to his current position in the PMI headquarters in Lausanne. Since 2015, Werner has been a member of the Senior Management Team of PMI as Senior Vice President Commercial with global responsibility. He has 30 years of experience in marketing and sales, and has led large organizations as Managing Director. Werner is married, and a father of three daughters and a son. His older two daughters are attending universities in Munich and Berlin respectively, Daniel graduated from ISL in 2020 and will study computer science in England. His youngest daughter is at ISL in year 8.

Board Information

Elected: 2020

First Term: 2020-2023 correct

Employment Information

Business Name: Philip Morris

Job Title: Senior Vice President Commercial

Other Information

Biography

Children at ISL (Since 2015):

- Paula, Year 8
- Daniel (Graduated in 2020)

Nationality

- German

Ms Aline Boisset Michaud

Aline started her career at Nestlé in Vevey after graduating from Stanford University in International Food Economics and Management. Both her career and her husband's career lead them to live on various continents. After Mexico and Japan, the family came back to Switzerland in 2009 where Cloé and Anais attended ISL. Cloé graduated from ISL in 2017 and is now studying Veterinary Medicine in the UK. Anais is in her last year of the IB Diploma Programme at ISL. Aline brings to the Board her passion in pedagogy and multicultural education, along with her marketing and business management experience.

Board Information

Elected: 2014

First Term: 2014-2017

Second Term: 2017-2020

Third Term: 2020-2023

Board Officer: Treasurer

Employment Information

Business Name: Nestlé HQ

Job Title: Change Management Manager in Innovation

Other Information

Biography

Children at ISL (Since 2009):

- Anais, Year 13
- Cloé (Graduated in 2017)

Nationality

- French
- Swiss

Ms Joanna Bosredon

Joanna is an economist. She holds a double master's degree in International Economics and Human Resources Management from the Kozminski University in Warsaw. Joanna started and developed her career with France Telecom as Head of Business Operations Consulting and Solutions Integration EEMA, Indirect channels – SITA and Russia. After obtaining an Executive MBA in Corporate Finance at HEC Lausanne, she launched with her husband their own business, BOSREDON SA in 2012. She also served as a Treasury and Board Member at the MBA HEC Lausanne Association. Joanna has experience in working internationally in complex, multicultural environments, as well as the domestic swiss market. She has the ability to lead and inspire a team of people with different nationalities and backgrounds.

Board Information

Elected: 2020

First Term: 2020-2023

Employment Information

Business Name: BOSREDON SA

Job Title: Finance Director and Co-Founder

Other Information

Biography

Children at ISL (Since 2017):

- Athena, Year 2

Nationality

- Polish
- French

Mr Mike Burke

Mike is American from St. Louis married to Marta Saez de Heredia from San Sebastian Spain. After graduating from DePauw University, Mike began his career with Nestle Purina Petcare in Sales in the USA. In 1999, he moved to Barcelona, Spain with Nestle Purina beginning his international journey that saw him holding different Sales, Marketing and ultimately General Management positions located in Dublin, London, Lausanne, and Copenhagen. After 20 years with Nestle Purina, in 2016, Mike and the Burke clan moved back to Lausanne with Helen of Troy, with the opportunity for the children once again to attend ISL, a driving force in the decision.

Board Information

Elected: 2020

First Term: 2020-2023

Employment Information

Business Name: Helen of Troy

Job Title: Vice President/ General Manager EMEA

Other Information

Biography

Children at ISL (Since 2016):

- Finn, Year 5
- Thomas, Year 5
- Luke, Year 7
- Clara, Year 9
- Ane, Year 11

Nationality

- American

Mr Silvan Hoevenaars

Silvan Hoevenaars joined the Board in 2016. He holds a Master's degree in Business Economics from the Erasmus University Rotterdam and is Chartered Accountant. Prior to ISL, Silvan was Chairman of the School Council at the American International School of Cape Town. His experience in interacting with different cultures and languages allows him to appreciate the perspectives, values and traditions offered by ISL's international community. Previous roles in the ISL Board include Transition Committee Chair and Treasurer.

Board Information

Elected: 2016

First Term: 2016-2019

Second Term: 2019-2022

Board Officer: Chair

Employment Information

Business Name: Kelly Services

Job Title: Vice President of Finance & IT, International

Other Information

Biography

Children at ISL (Since 2015):

- Sophia, Year 8

Nationality

- Dutch

Mr Matthew Hutton

Matthew is British by birth but grew up in Australia and New Zealand where he completed his studies at the University of Queensland. He moved to Switzerland nearly 25 years ago, where he met his wife with whom he moved around the world several times. Currently, Matthew and his family are happily settled in Switzerland and plan to remain here. Matthew works for Nestlé Health Science and previously has been CFO of local Nestlé businesses in China, France and the USA.

Board Information

Elected: 2020

First Term: 2020-2023

Employment Information

Business Name: Nestlé supporting M&A and business development for Nestlé Health Science

Job Title: Strategy & Acquisitions Finance Manager

Other Information

Biography

Children at ISL (Since 2019):

- Toby, Year 9
- Angus, Year 10

Nationality

- British

Mr Marco Martelli

Marco graduated from the University Politecnico of Milan as an engineer in Business Administration. He has developed his career in sales, marketing and procurement roles, working for multinational corporations in the automotive and electronics industry before joining Tetra Pak in 2011 where he leads the procurement team as part of the supply chain organization. He likes working in multicultural environments and is focusing on long-term strategy development. He has lived in the Lausanne area since 2011 and is married.

Board Information

Elected: 2018

First Term: 2018-2021

Employment Information

Business Name: Tetra Pak International SA

Job Title: Vice President Base Materials

Other Information

Biography

Children at ISL (Since 2012):

- Alice, Year 8

Nationality

- Italian

Mr Anand Narasimhan

Anand is Dean of Faculty and Research and Shell Professor of Global Leadership at IMD. Anand's research and teaching focuses on organizational transformation and board dynamics. He previously served on the faculty of London Business and Imperial College previously.

Board Information

Elected: 2019

First Term: 2019-2022

Employment Information

Business Name: IMD

Job Title: Shell Professor of Global Leadership

Other Information

Biography

Children at ISL (Since 2014):

- Tejas, Year 8
- Tanvi, Year 12

Nationality

- British
- Indian

Ms Nakisa Serry

Born in Chicago, Nakisa grew up, was educated and started her career as a lawyer in private practice in the US, before coming to Switzerland to obtain her MBA from IMD. She then spent a year working with the WHO before working in-house in the pharmaceutical industry. Nakisa has extensive experience working internationally and enjoys navigating the complexities of living and working in a multicultural and diverse environment. The powerful role that education plays in society and the importance of its evolution to match the needs of our students is a theme that Nakisa cares deeply about and is therefore committed to supporting the ISL Board in successfully fulfilling its mission.

Board Information

Elected: 2018

First Term: 2018-2021

Board Officer: Vice Chair

Employment Information

Business Name: Galderma

Job Title: General Counsel & Chief Compliance Officer

Other Information

Biography

Children at ISL (Since 2016)

- Soraya, Year 12
- Kamyar, Year 13

Nationality

- American
- Swiss

Mr Costas Vlahos

After graduating from York University in Toronto, Canada, Costas began his career in market research working in different markets in Eastern Europe. He held different assignments after changing companies and arriving in Switzerland. He has held positions in sales, marketing, human resources, learning and is now the Global Head of Capabilities. Costas is very interested in learning and spends much of his time honing the tennis skills of his two boys.

Board Information

Elected: 2015

First Term: 2015-2018

Second Term: 2018-2021

Employment Information

Business Name: Philip Morris International

Job Title: Director of Consumer Capabilities

Other Information

Biography

Children at ISL (Since 2006):

- Sebastien, Year 9
- Alexander, Year 10
- Mateusz, (Graduated in 2012)

Nationality

- Cypriot
- Canadian

Ms Onika Williams Herman

Originally from New York City, Onika graduated from Duke University with a degree in international relations. She began her career in the food and wine industry, specializing in the marketing and sales of French and Italian wines. After a decade in hospitality, Onika obtained a juris doctorate from the American University Washington College of Law and began a second career in management consulting. Working for Booz Allen Hamilton, she advised the US government on policy, governance, and strategic planning in cybersecurity and diversity and inclusion. Currently, she is a member of the New York State Bar Association. When her family relocated to Switzerland in 2017, Onika began dedicating more of her time to supporting her three children and the ISL community.

Board Information

Elected: 2020

First Term: 2020-2023

Employment Information

Job Title: Cyber Policy Writer

Other Information

Biography

Children at ISL (Since 2016):

- Merrick, Year 7
- Merichel, Year 10

Nationality

- American

Ms Tomoko Yokoi

Tomoko is a writer, researcher and tech entrepreneur. Through her writing and research as a Forbes Contributor on digital innovation, and at IMD Business School's Center for Global Digital Business Transformation, she advises organizations on digital transformation and innovation initiatives. She is an enthusiastic supporter of "follow your passion," given her own personal experience. Tomoko has a background in international affairs and migration issues after graduating from Georgetown University's School of Foreign Service and The Fletcher School of Law and Diplomacy. She started her career in international education where she developed two global businesses in children's education and online learning. After obtaining her MBA from IMD, she followed her curiosity in science and technology with a corporate career in materials science and fast-growing technology industries, as well as founding a tech startup.

Board Information

Elected: 2018

First Term: 2018-2021

Board Officer: Secretary

Employment Information

Business Name: Dermintel Sàrl

Job Title: Co-Founder and CEO

Other Information

Biography

Children at ISL (Since 2016):

- Kenzo, Year 9

Nationality

- Japanese