

# Governance at ISL

The International School of Lausanne is a not-for-profit association registered under 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 of four members of the PTA Executive committee. 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 or Extraordinary General Meeting. 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 Executive 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 establishes 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 has 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. Also ensures that processes are in place to safeguard ISL's progression in excellence in education.
- Nominating Committee - new Board member candidate search, interviews and proposals, as well as succession planning for the Board and School leadership.
- Development Committee – strategic guidance on ideas and direction on development with a focus on fundraising and asset utilisation.

Additionally, there is:

- A Diversity and Inclusion taskforce to support the school in defining diversity and inclusion at ISL.
- Two Child Protection Officers who act independently from the Board and support the school's Designated Safeguarding Lead team in taking actions and decisions in the best interest of students.

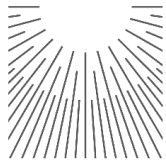
## **The Board Responsibility**

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.

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.



## Who to contact

A parent or guardian with a concern on any school matter should always first approach the staff member(s) directly involved or concerned.

- If the concern relates to day-to-day administrative matters, the following should be contacted:
  - Admissions: [admissions@isl.ch](mailto:admissions@isl.ch)
  - Website: [NMeier@isl.ch](mailto:NMeier@isl.ch)
  - Trips: [trips@isl.ch](mailto:trips@isl.ch)
  - School access and school bus service: [transport@isl.ch](mailto:transport@isl.ch)
  - Cafeteria: [cafeteria@isl.ch](mailto:cafeteria@isl.ch)
  - After-school Care: [asc@isl.ch](mailto:asc@isl.ch)
  - General: [info@isl.ch](mailto:info@isl.ch)
  - Finance: [ar@isl.ch](mailto:ar@isl.ch)
  - Communications, public relations, or alumni: [communication@isl.ch](mailto:communication@isl.ch)
  - Activities and Sports Competitions: [asa@isl.ch](mailto:asa@isl.ch)
  - Home Language programme: [homelanguage@isl.ch](mailto:homelanguage@isl.ch)
  - Instrumental/ Vocal lessons: [musicadmin@isl.ch](mailto:musicadmin@isl.ch)
- Matters relating to the overall functioning of the school should be addressed to the Director.
- If the concern is academic, the homeroom teacher (Primary School) or subject teacher (Secondary School) should be contacted, initially. If required, then contact the appropriate principal.
- If the concern is about student well-being, one of the homeroom teachers should be contacted in the first instance. If required, then contact the appropriate Year Level Leader, Principal or, in the Secondary School, the Student Counsellor.
- If the concern relates to a more general issue, the appropriate Principal should be contacted.



## Board Members

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

### Ms Gayatri Bahadur

Gayatri was born in Switzerland to Indian parents and subsequently enjoyed an international upbringing and education in Hong Kong, Turkey, China, and Switzerland again where Gayatri graduated from ISL in 2010. Gayatri went on to study Economics at New York University before joining Goldman Sachs in New York in 2014 and transferring to London in 2015. In 2019 Gayatri took on a new role at Rothschild & Co where she currently works as a Principal in the Merchant Banking Division focusing on credit investments, covering the education sector amongst others. Gayatri also sits on the European Leveraged Finance Association's Diversity & Inclusion Committee and is a member of the Rothschild & Co Women's Network.

#### Board Information

Elected: 2021

First Term: 2021-2024

#### Employment Information

Business Name: Rothschild & Co

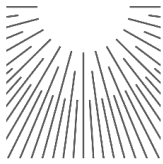
Job Title: Principal in the Merchant Banking Division

#### Other Information

Biography

Nationality

- British



## Mr Werner Barth

Werner was born in upper Bavaria in the 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 a 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 9.

### Board Information

Elected: 2020

First Term: 2020-2023

### Employment Information

Business Name: Philip Morris

Job Title: Senior Vice President Commercial

### Other Information

Biography

1 child at ISL in Year 9, 1 child who graduated in 2020

Nationality

- German



## **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.

### Board Information

Elected: 2020

First Term: 2020-2023

### Employment Information

Business Name: BOSREDON SA

Job Title: Finance Director and Co-Founder

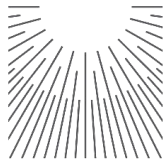
### Other Information

Biography

1 child at ISL in Year 3

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

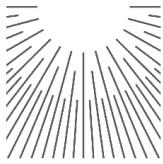
#### Information

#### Biography

5 children at ISL in Year 6, Year 8, Year 10, and Year 12

### 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 a 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

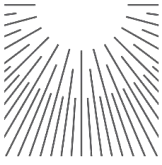
Biography

1 child at ISL in Year 9

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

3 children at ISL in Year 7, Year 10, and Year 11

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

Second Term: 2021-2024

### Employment Information

Business Name: Tetra Pak International SA

Job Title: Vice President Base Materials

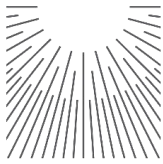
### Other Information

Biography

1 child at ISL in Year 9

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

2 children at ISL in Year 9 and Year 13

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

Second Term: 2018-  
2021

Board Officer: Vice Chair

### Employment Information

Business Name: Galderma

Job Title: General Counsel & Chief Compliance Officer

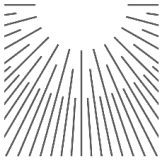
### Other Information

#### Biography

1 child at ISL in Year 13, and 1 child who graduated in 2021

#### 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

Third Term: 2021-2024

### Employment Information

Business Name: Philip Morris International

Job Title: Director of Consumer Capabilities

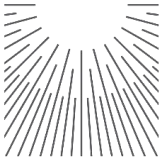
### Other Information

Biography

1 child at ISL in Year 10, and 1 child who 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

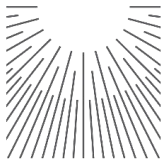
### Other Information

Biography

2 children at ISL in Year 8 and Year 11

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

1 child at ISL in Year 11

Nationality

- Japanese