

Global Governance  
Lead  
GDD

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new

### **Having a say and effecting change through active participation.**

Having a say and effecting change through active participation – that is what I am all about. Hence, it was an easy decision for me to stand for election to the Employee Representative Council (ERC) to work in solidarity and represent our interests and values within Novartis.

One of the Novartis Employees Association's core activities is the negotiation of a sustainable social plan. When I was affected by reorganization a few years ago, I noticed the breadth and importance of such a robust social plan. It was this personal positive insight that inspired me to take an active role in the Novartis Employees Association (NAV).

We as employees are the company's most valuable asset, and this foundation must remain intact. With that in mind, the continued promotion of flexible working and innovative working time models is more important than ever.

With my empathy and tireless commitment to interaction in a spirit of trust and respect, I would like to bring my tact and assertiveness to act as a tenacious negotiating partner making a positive contribution for all of us.

**Goal:** *Implement changes such as restructuring or work-life balance models in a socially acceptable and sustainable manner. Strengthen and represent our values as a community and promote trusting and respectful interaction between interest groups in order to ensure a pleasant corporate culture.*

Tanja RAUCH