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CEO & DIRECTOR,
GEBERT RÜF STIFTUNG

**Bridging Science, Business &
Society for Impactful Change**





Aline Trede
Co-Founder

Büro Albatros
Zürich
buerualbatros.ch

With a political background, she has expertise in public policy, sustainability, and strategic communication, focuses on values-driven storytelling to support organizations working toward social and environmental progress



Barbara (Hofbauer) Oberhauser
Senior Vice President & Head -
HSEF

Nayara Energy
Mumbai
nayaraenergy.com

She oversees the company's policies and initiatives related to health, safety, environmental protection, and fire safety, contributing to the company's commitment to operational excellence and sustainable practices



Birgit Breitschuh
Partner

Oliver Wight Eame
Gloucester
oliverwight-eame.com

An experienced business leader with expertise in change management, commercial and supply chain management and armed with two decades of experience working for major FMCG companies



Dr. Cristina S. Pereira
Director

Digital for Planet
Zürich
digital4planet.org

With over 20 years of experience in research, education, and innovation, she oversees the organization's involvement in multiple EU-funded projects which focus on climate-neutral goals



Daniela Obrecht
Business Owner & CEO

PRtools GmbH
Root Lucerne
prtools.ch

With more than 20 years of experience in strategic PR and corporate communications, she leads the agency with innovation, helping brands build impactful media presence and lasting reputations



Dr Julia Kuark
Founder & CEO

JKK Consulting
Lenzburg
jkk.ch

An interdisciplinary leader, educator, and consultant designs human-centered, inclusive work environments and drives organizational innovation through holistic, systems-oriented approaches



Mette Roti Egli
Group Technology & Innovation
Director

Tekser
Istanbul
tekser.com

As an experienced leader, she has held various roles in engineering, sales & tendering, project management, and general management over the years



Michelle Grant
Founder & Leadership Coach

The Great Full
Zurich
thegreatfull.com

With over two decades of experience in leadership roles within food systems and sustainability, she serves as a certified leadership and Enneagram coach, as well as a meditation and yoga teacher



Pascale Vonmont
CEO & Director

Gebert RUF Stiftung
Basel
grstiftung.ch

With over 25 years of experience, she bridges science, business, and society to foster innovation and entrepreneurship, passionate about empowering young talent and creating sustainable, impactful solutions



Patty Selfert
Director - Offer Management &
Operations

Eaton
Ohio
eaton.com

She has an experience in operations, strategy, and customer-centric innovation, responsible for leading cross-functional teams to develop, manage, and optimize the company's product and service portfolios

DR JULIA KUARK

REDESIGNING WORK THROUGH ENGINEERING
INSIGHT & HUMAN UNDERSTANDING



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JKK CONSULTING FOCUSES ON FOSTERING INCLUSIVE WORK ENVIRONMENTS, PARTICULARLY SUPPORTING THE INTEGRATION OF WOMEN IN LEADERSHIP ROLES AND MALE-DOMINATED FIELDS

**DR JULIA KUARK,
FOUNDER & CEO,
JKK CONSULTING**

Dr Julia Kuark, Founder and CEO of JKK Consulting, is a Mechanical Engineer from Stanford University with a doctorate in Work Psychology from the ETH Zurich. She is also a lecturer at Lucerne University of Applied Sciences and Arts and specializes in interdisciplinary workplace design, coaching, leadership development, and integrating engineering and psychology to create human-centered organizational solutions.

As she traversed the rocky trails alongside her older brother, little did she know she was shaping the essence of her leadership. The mountains became her first classroom, instilling in her a deep sense of resilience, perseverance, and the ability to navigate complex challenges, qualities that would later echo in her personal and professional life. Julia Kuark, now CEO of JKK Consulting, was shaped by the rich cultural fabric of her upbringing.

Raised in an intercultural family with ties across Asia, Europe, and the United States, Julia developed an early appreciation for diversity, adaptability, and global perspectives. This multi-faceted influence of nature and culture profoundly influenced her personal development path, leading her to pursue a bachelor's degree in mechanical engineering at Stanford University, followed by graduate studies in Mechatronics and a doctorate in Work Psychology at the ETH Zurich. Today, she

seamlessly blends technical acumen with psychological insight to lead JKK Consulting with a uniquely interdisciplinary approach, designing human-centered, innovative organizational systems that bridge the gap between people and technology.

Embarking on a distinctive exchange with The Global Women Leader magazine, Julia divulges the intricate facets of her journey as a leader in Switzerland. Let's explore further.

How did your time at ETH Zurich contribute to your personal and professional development?

Coming from a mechanical engineering background at Stanford, where innovation was part of the everyday atmosphere, I had already developed a design-thinking approach to my life and career. At the ETH Zurich, while pursuing graduate studies in Mechatronics, I discovered a course in work psychology that sparked

a deep interest. This elective opened my eyes to an interdisciplinary systems-thinking approach and broadened my understanding of how engineering could integrate with human factors. It was a turning point that helped me explore new perspectives and opportunities beyond traditional engineering paths.

What inspired you to establish JKK Consulting, and what is the core vision and expertise of the venture?

After completing my doctorate, I felt a strong pull toward applying my knowledge in practice rather than solely pursuing a career in academia. That's what inspired me to establish JKK Consulting. We focus on fostering inclusive work environments, particularly supporting the integration of women in leadership roles and male-dominated fields. Our vision is to create innovative, human-centered solutions that promote diversity, collaboration, and sustainable success in organizations.

How do you integrate engineering and psychology in your work at JKK Consulting?

Having been trained in both technical sciences and work psychology, I understand workplaces as complex systems that comprise human factors, organizational aspects, and technical components. This perspective allows me to design solutions with my clients that are both people-centered and performance-driven. For example, job roles can be structured to ensure that tasks are fulfilling and aligned with employees' skills, while organizational processes and structures are designed to support efficiency and goal achievement. Technical systems, in turn, should complement and facilitate these human and organizational aspects.

One of my core innovations is the 'TopSharing' model, an organizational design approach for job sharing in leadership positions, promoting agility and inclusion. This model integrates psychological insights such as motivation and collaboration, while utilizing technical tools for communication and decision-making.

Additionally, my teaching in group dynamics and coaching in Business Psychology, as well as qualitative research in International Management at the Lucerne University of Applied Sciences and Arts (LUASA) keeps me updated on current academic developments. This connection between academic concepts and practical experience enhances my teaching with real-world relevance and depth, and maintains a standard of high quality in my consulting work.

What major challenges do you face in your current role, and how do you navigate them?

In my current roles, both as CEO of JKK Consulting and as a Lecturer at the LUASA, one of the biggest challenges I face is keeping pace with the rapid changes in the working world. The constant demands can sometimes overshadow what I believe is truly essential, that is, nurturing relationships and maintaining effective communication within teams.

While I cannot slow down the pace of change, I have learned to manage it by being mindful of my own well-being. I incorporate small daily rituals, like morning meditation, and intentionally go offline on weekends through mountaineering or gardening.

What do you consider your most significant professional achievements so far?

One of the most significant was my decision to move to Europe after my bachelor studies. Despite being told repeatedly that getting a work permit would be nearly impossible, I stayed persistent and was able to.

Another major milestone was the courage it took to start my own business after completing my doctorate. The first year was filled with uncertainty and sleepless nights, but I kept going, and over time, JKK Consulting has grown into a respected organization.

I am also proud of developing the 'TopSharing' model two decades ago, an innovative approach for job sharing in leadership positions, which has significantly influenced workplace structures in Switzerland. **AWI**

Awards and Recognitions won: Graduated with Distinction from Stanford University, Founding Member and President of SVIN (Swiss Association of Women Engineers) from 1992 to 1998, President of Business and Professional Women (BPW) Club Lenzburg from 2004 to 2012.

Advice for Aspiring Women Leaders: Believe in yourself, build on your strengths, and persevere in following your path.

