

CURRICULUM VITAE



Anny Wahlen

Work and organization psychologist
FSP-PSY4WORK.CH
Organizational Development and HR
consultant. Author

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Competency areas

Organizational development : strategic, systemic and salutogenic approach of the organization, including organization's assessment, programs' development and implementation, with a particular focus on psychosocial factors and processes.

Brainstorming, analysis or workshop facilitation and **participative approaches** within organizations.

Considering **change management, organizational culture** and **leadership style** in any intervention.

Stress, exhaustion and **burnout** management and prevention in a systemic approach.

Psychology of Human resources (perception, attribution theory, cognitive biases, motivation).

Knowledge and use of some key **personality theories and concepts**.

Education and continuous education

Systemic approach of the organization: diagnosis and landmarks for change – FARP (2014, 2016).

Advanced Facilitation: Methods & Tools (2008).

Strategic Partner for Change Management (2007).

Coaching for Peak Performance (2004).

Emergency psychology Certificate FSP – FARP (2006 – 2011).

Psychology - Master 1 – social psychology and human resources management, Université Paris VIII (2005).



Professional experience

Last career steps

Organization and HR Consultant, founder of www.equation-equilibre.ch (as from 2013).

Workplace Health Management (WHM) Project Manager – ifa - Institut de médecine du travail (2009-2012).

L&D Specialist, HR Business Partner, OD & Talent Manager – private sector (2000-2009).

Teaching – Design – Research

Lecturer, « Workplace Health – psychosocial risks prevention & management », CAS in projects and team management, HES-SO, Sion (as from 2016).

Lecturer, « Psychology at the workplace », HR Specialist federal PET diploma, CRPM, Lausanne (as from 2015).

Lecturer, « Psychosocial risks, stress and burnout », professional education and training in social work, Ecole supérieure ARPIH, Yverdon (as from 2015).

Lecturer, « Human resources and organizational behavior: managing interactions efficiently », advanced federal PET diploma, School of Engineering and Architecture, Fribourg (as from 2014).

Lecturer, « Agir en promotion et en prévention en entreprise », CAS in specific interventions of the occupational health nurse, Institut et Haute Ecole de la Santé La Source, Lausanne (as from 2014).

Lecturer « Occupational Health – a practical example of workplace health management » and « Cognitive biases and recruitment », Bachelor in management - minor HR, HEG Fribourg (2013-2014).

Workplace health-related training designer and facilitator (as from dès 2009).

Conceptualization and development of analysis and intervention tools in the field of WHM and HRM.

Memberships

General Secretary of the Swiss Association of work & organization psychologists (PSY4WORK.ch).

Member of the Swiss Psychologists Federation (FSP).

Member of Citizen@Work's committee, Swiss section; in this frame, jury member of the Grands Prix "Occupational Health & Safety", dès 2013.

Languages

French : mother tongue

English : fluent

German : B1 level

Publications, press article, other media

Articles & press

- L'atelier – conseils pratiques. Le psychologue du travail n'est pas un thérapeute, Psychoscope (09/16). *French*
- Tribune de Genève, 31/10/16. Sommeil, attention danger! Une campagne de sensibilisation dans une entreprise du secondaire. *French*
- Santé et travail, Un « kit » pour ausculter les PME, <https://jobtic.ch/fr/magazine/article/663> *French*

Interviews

- Emission Tribu, RTS La 1^{ère}, 28/10/2016, Le sens du travail. *French*

Other interests and professional competencies

Field Guide Level 1, FGASA membership, NJ More Field Guide College, South Africa (2017).

SDC (Swiss Development & Cooperation) 2-year contract in North of Cameroon : creation of a medical analysis laboratory in a district hospital ; management, training and empowerment of local staff (1994-1996).

Tropical medicine specialization as non-medical doctor, Anvers, Belgique (1994).

Laboratory technician CFC (1989).

Gland, November 2017