



Owner / Managing Director of  
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Managing Director / Founder / CEO of  
**Gecco Pte. Ltd.** Singapore

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## Skills and Expertise

### Functional

- Program / project management
- Business management
- Business model & strategy
- Business process design
- Change management
- Regulatory Change
- Coaching & Mediation

### Industry

- Financial Services
  - Wealth Management
  - Corporate Banking
  - Insurance
- Hospitality
  - Hotel Management

## Professional Qualifications

Dr. Beatrice Herrmann holds a doctoral degree (PhD) in Business Administration (Dr. rer. oec.) from the Institute of Organization and Human Resource Management as well as from the Research Institute for Leisure and Tourism at the University of Berne, Switzerland.

She is a Certified Executive Coach as well as an Accredited Associate Mediator of the Singapore Mediation Centre with an additional appointment to the SMC's Family Panel of Mediators.

She speaks English and German fluently and is able to communicate in French and Spanish. She also understands and speaks some Italian and Mandarin.

## Background

Beatrice has been working in the consulting industry for over 20 years.

Her most recent business venture is the setup of a new consulting company in Switzerland, leveraging her Asian experience after returning to her home country Switzerland in 2019 after 12 years in Singapore and Hong Kong.

Before founding and managing Gecco Pte. Ltd. from 2008, Beatrice had worked for Accenture in the Change Management practice for the financial services industry across Europe.

Throughout her career, she has worked across multiple jurisdictions, cultures, and industries with insurance companies, wealth management advisors, as well as with corporate and institutional banking providers.

During many Coaching and Mediation sessions, Beatrice has also worked with a diverse group of individual clients.

# Relevant Experience

## Experience

Beatrice has broad experience from a wide range of projects in project management, interim business management, business impact analysis, as well as process reviews. She likes to work with companies and individual clients, supporting them to identify their needs, developing and implementing solutions with them, offering Leadership Development, Coaching and Mediation for individuals and teams to help find the best possible outcomes for specific problems.

## Project Samples

### Global Wealth Manager – Project Management for Corporate Business during Platform Replacement

Project manager for the Corporate & Institutional Clients Business for all aspects during replacement of the core banking platform, bringing in new functionalities and enhancing the product offering for this client segment.

Responsible for all Business Integration activities (Training, Communication, Stakeholder Management, Risk & Regulatory Requirements) as well as overall project management for the function.

### Global Wealth Manager – Core Banking Replacement / Business Impact Assessment

Project lead for a business impact assessment, analysing the differences between the core banking platform used by a major private bank in Europe and the current platform in APAC, identifying gaps & opportunities.

### Banking Organization / Chief of Staff – Platform Hubbing

Program management lead responsible for the setup and running of a project aiming to hub all IT systems and processes as well as operational processes from several domestic locations into a regional platform in HK and SG. Creation of financial and business case as well as setup of and guidance for all project streams across several countries.

### Global Wealth Manager – Core Banking Replacement

Responsible for setup and coordination of 'focus groups' for several business topics relevant for client facing users in APAC, mandated to identify and specify business requirements. Active participation in several focus groups as market representative.

### Global Wealth Manager – Client Advisor Platform

Project manager for several technical client advisor capabilities and their integration into a client advisor platform. Collection and management of relevant high impact requirements and potential issues for follow up and solution finding during the requirements phase.

### Global Bank's Legal and Compliance Department – Tax Review

Project lead for the review of all client accounts with regard to tax compliance in accordance with Singapore legislation requirements (AML/KYC), from selection of methodology to design, implementation, and audit.

### Business University for Banking – Regulatory Code Implementation

Project manager for concept, design, and development of strategy and action points to become compliant with the new requirements for client facing staff (Singapore Private Banking Code of Conduct).

### Coaching

Successfully helped individual clients to find a new role in their professional lives to be better aligned to their values and desires.

### Mediation

Successfully mediated many cases at the Small Claims Tribunal in Singapore and during private commercial Mediation sessions at the Singapore Mediation Centre as well as at the Tripartite Alliance for Dispute Management (TADM\*).

\*Jointly set up by the tripartite partners: the Ministry of Manpower (MOM), National Trades Union Congress (NTUC) and Singapore National Employers Federation (SNEF)