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“Restoring movement in complex negotiations and high-stakes conflicts”

Valérie Hepp

Strategic Negotiation Services and High-Stakes Conflict Resolution

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Selected Achievements

The combination of engineering structure and precision, strategic negotiation experience, conflict-resolution capability, and cross-cultural fluency forms the backbone of my experience:

- Led, negotiated and closed 50+ global transactions with combined value of >50B USD across licensing, collaborations, co-development, M&A, and digital/data partnerships
- Directed transaction structure and negotiation strategy across therapeutic areas including oncology, neuroscience, cardio-vascular diseases, metabolic diseases, rare diseases, infectious diseases and immunology
- Built and led a global digital & data partnering team, integrating advanced analytics (AI/ML) technologies and managing multiple strategic alliances
- Successfully resolved high-stakes internal conflicts, including mediating cross-department conflicts that directly unlocked measurable business value
- Managed complex cross-functional and cross-cultural teams across Europe, US, China, Asia-Pacific, and Australia, navigating the friction inherent to global collaboration
- Served as industry thought-leader and keynote speaker on partnering and negotiation at international forums
- Accredited in commercial mediation by CEDR, the international benchmark for excellence in conflict resolution

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Professional Background

- 2026** FOUNDER **breakline resolution** GmbH, Switzerland
Strategic negotiation services and high-stakes conflict resolution
- 2013 – 2026** F. HOFFMANN-LA ROCHE LTD., Switzerland
- Executive Director, Digital and Data Partnering, Basel Site Head
- Director Transactional Excellence
- Project Team Leader – Oncology Pharma Research & Early Development
- Strategic Partnering Project Leader (Business Development Director)
- 2009 – 2013** VALERIEHEPP CONSULTING, Switzerland
Strategic assessments, recommendations, and action plans for life sciences companies to guide future product portfolio investments
- 2006 – 2009** ACTELION PHARMACEUTICALS, Switzerland
Global Business Planning Manager
- 2004 – 2006** MEDIQUALITY, Belgium and Poland
International Business Manager
- 1999 – 2004** ZS ASSOCIATES, France and Germany
Consultant
- 1998** TNO Institute of Applied Physics / ESA / Fokker Space, The Netherlands
Researcher for a master thesis project
- 1997** 3M European Adhesives Laboratory, France
Summer Program Researcher

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Education

- 2025** **CEDR (Centre for Effective Dispute Resolution)**
Accredited Mediator Skills Training
Development of skills to mediate commercial disputes. Internationally recognised as the standard of excellence for mediations.
- 2022** **MIT Sloan School of Management, United States**
Artificial Intelligence in Health Care
Executive education exploring the potential for AI innovations in the healthcare industry.
- 2020** **IMD, Lausanne, Switzerland**
High Performance Leadership Program
Executive education focused on leadership development.
- 2014** **KELLOGG SCHOOL OF MANAGEMENT, Chicago, United States**
Merger Week
Executive education for advanced mergers and acquisitions professionals.
- 2010 - 2012** **UNIVERSITY OF ZURICH, Zürich, Switzerland / YALE SCHOOL OF MANAGEMENT, Yale, United States / FUDAN UNIVERSITY, Shanghai, China**
Executive Master of Business Administration
Master Thesis: Health Economic Evaluations as Driver for New Business Models in the Diagnostics Industry. Presented in high-level roundtable discussions with representatives from European industry associations.
- 1993 - 1998** **DELFT UNIVERSITY OF TECHNOLOGY, Delft, The Netherlands**
Aerospace Engineering
Master Thesis: Design guidelines for mounting of optical components for TNO Institute of Applied Physics in Delft (The Netherlands) and European Space Agency in Leiden (The Netherlands).
- 1987 - 1993** **INSTITUUT DAMES VAN HET CHRISTELIJK ONDERWIJS, Antwerp, Belgium**
Humaniora (Gymnasium)
Latin – Mathematics

Languages

Fluent in French, Flemish / Dutch, English and German / Swiss German, (notions of Polish and Mandarin).

Memberships

- Swiss Chamber of Commercial Mediation (SKWM) www.skwm.ch
- Centre for Effective Dispute Resolution (CEDR) www.cedr.com
- International Mediation Institute (IMI) www.imimediation.org
- Association Francophone Internationale de Médiation (AFIM) www.afim-mediation.com