



HUMAN PATTERNS ANALYSIS

Your company's
risk profile?

Hidden in your **data!**



BARBARA R.
SIEGENTHALER

On-demand Chief HUMAN
PATTERNS Officer

- A company's work results reflect **knowledge & experience**

WHAT

- Work results also reflect the company's **preferred behavioral & experiential patterns**

HOW

- Are these patterns adaptive & future viable? Or do they develop an unfavourable momentum of their own?

EFFECTIVE LEADERSHIP

Empowered by
data insights

HUMAN
PATTERNS
ANALYSIS •

• BUSINESS VALUATION

e.g. future viability, maturity level of the Organizational Personality, M&A corporate culture fit

• CORPORATE MANAGEMENT

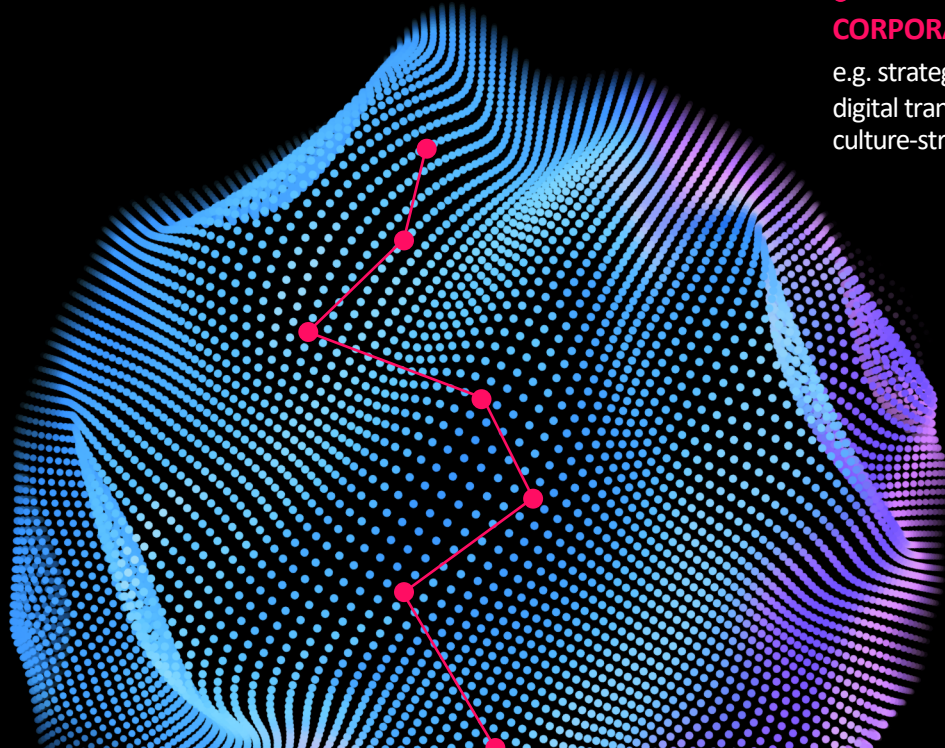
e.g. strategy, innovation capability, conduct goals, digital transformation, new work, culture-strategy-structure fit

• ASSURANCE

e.g. existing human patterns in ICS, Governance 2.0 – conduct risk integrated in ICS, ERM & ESG

• OTHER

e.g. Forensic, ethics, CSR, HR, Risk, Compliance, Legal, Internal Audit





HUMAN PATTERNS ANALYSIS

INPUT

Internal Data

Websites, annual reports, strategy, code of conduct, internal/external communication, ICS/ERM, risks, audit reports, projects, customer & employee feedback etc.

External Data

Expert knowledge, regulatory requirements, tools, frameworks & methods (e.g. COSO, agile), market, competitors etc.

OUTPUT

- **Recognizing patterns** in data
- **Assessing patterns** from a risk perspective
- **Comparing patterns** across data sets
- **Highlighting** the company's most promising **growth points**



SCIENTIFIC BASIS

PSI Theory (Julius Kuhl, 2001): A system theory from academic personality psychology.

PSI integrates & extends personality theories based on psychological & neurobiological research.

Highly innovative, groundbreaking, elegant, congenial
(German Psychological Society, 2012).



EXPERIENCE & CREATIVITY

Human Pattern Analysis combines PSI with Internal Audit's **risk-oriented** focus. Add the **sober, analytical** stance of a lawyer and over 16 years of professional experience in a global insurance group.

All this infused with **holistic, creative** thinking where organisational psychology is re-imagined.

Personality-based
Internal Audit
(2019)

The Organizational
Personality TOP Framework
(2020)

Innovation
Framework
(2021)

Human
Patterns
Analysis (2022)

- Law > Swiss Attorney-at-Law
- Internal Audit > Certified Internal Auditor CIA
- Scientific Personality Psychology > Expert Status PSI Theory (Kuhl, 2001)
- Unlocking human patterns from data
- Conduct Risk, Human Factors, Behavioral Science
- Business Valuation, Corporate Management
- „Soft“ controls
- Corporate Culture, Organizational Personality
- Organizational Innovation Capability & Future Viability
- Governance 2.0 (conduct risks integrated in ICS/ERM/ESG)
- Organizational Development (hypnosystemic)
- Risks & Controls, ERM & ICS
- Global Internal Audit Projects
- Quality Management Systems (ISO 9001)
- Business Processes
- Project Management (PMP prep)
- Change Management
- Outsourcing (eSCM-CL)
- Leadership, New Work
- Leading multicultural teams
- Coaching, Personality Development
- Personality Diagnostics (TOP/EOS)

RESOURCE & COMPETENCE
ORIENTED

ANALYTICAL & HOLISTIC THINKING

NETWORKED THINKING &
FUTURE ORIENTED

TEAM ORIENTED, EXTROVERT &
EMPHATIC

Self-employed

- 1 On-demand Chief HUMAN PATTERNS Officer – Unlocking human patterns from data
- 2 Savanteon LLC – Lab & Garage: WHAT people think, HOW people think
- 3 Attorney-at-law – Art & Family Law

LAW. INTERNAL AUDIT. PERSONALITY PSYCHOLOGY.



BARBARA R.
SIEGENTHALER

Interdisciplinary Conduct Risk Expert,
Attorney-at-Law,
Certified Internal Auditor CIA, PSI Expert

Author

[THE HUMAN PATTERNS BLOG](#)

HUMAN PATTERNS ANALYSIS

An abstract graphic of a human head profile, facing right, composed of a grid of dots. The dots are colored in shades of blue and purple, with a red dot on the forehead. The head is partially obscured by the text 'PATTERNS' and 'ANALYSIS'.

**BARBARA R.
SIEGENTHALER**

barbararsiegenthaler.com | savanteon.com |
info@savanteon.com | [LinkedIn DM](#) | +41 (0)78 9011 074